



# INTERAGENCY CONNECTION

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## Chair's Corner



Last month was busy, but productive for our Federal Executive Board (FEB).

Of the many meetings, training events, and exercises throughout the month, I'd like to discuss three events hosted

by our FEB that were unique to the FEB network:

1. The first Conference for FEB staff members.
2. A luncheon to showcase the initiatives and projects of the Oklahoma FEB Councils, and
3. An interagency/intergovernmental tabletop exercise.



On Wednesday, August 18, 2004, I welcomed fourteen FEB Staff members from around the United States who had gathered in

Oklahoma City for a conference hosted by our Federal Executive Board. This is the first such gathering of the FEB Staff members where they were able to meet each other, share best practices and enjoy training designed specifically for the unique positions they each hold. As you can see from the photo, the group visited the Oklahoma City National Memorial; from this visit, they learned how the FEB role in Emergency Preparedness began.

On August 25, 2004, we hosted our annual luncheon that showcases the various FEB Councils and allows them to present information on their events, plans, and initiatives. This

allows agency leaders the opportunity to learn more about the various councils and identify individuals to represent their agency in specific efforts of which they are interested. While the agenda was *extremely* full, the fast-moving pace of our councils allowed us to finish on time. I wish to applaud the efforts of the many federal employees who have dedicated their time efforts to support the Councils of the Federal Executive Board!

A brutal Monday morning schedule provided the setting of our interagency/intergovernmental tabletop exercise. On August 30, 2004, federal leaders from around the state, along with state and local government representatives gathered at the Oklahoma City Police Training facility for this FEB event. The exercise scenarios were written by the FEB Office and the Emergency Preparedness Council to provide some semblance of realism to the exercise. It allowed government leaders to discuss the various elements necessary to successfully exercise their COOP plans and provoked discussion of important topics. You can view critiques of our event on the FEB website. I want to thank Bob Hendrix, Depy Director of the National Preparedness Division of FEMA Region VI and Bob Hominick from the GSA Regional Office for attending our event. From the feedback received, we expect to build upon our exercises and make this an annual event.

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## NHTSA Reminds Parents Not to Leave Children Unattended in Vehicles, Provides Summer Safety Tips

The U.S. Department of Transportation's National Highway Traffic Safety Administration (NHTSA) and the National SAFE KIDS Campaign today reminded parents and caregivers that leaving children unattended in a motor vehicle can quickly lead to fatal consequences, especially in warm weather. NHTSA also issued summer safety tips for parents and caregivers.

From 1996 to the present, at least 241 children have died of heatstroke after being trapped inside parked cars, and at least 19 have died already this year. Most of the children were in child safety seats and left behind or forgotten by an adult. Others gained access to an unlocked car and then became trapped inside.

"During warm weather, temperatures can rapidly rise inside a vehicle, even if it's parked in the shade. A tragedy can occur within minutes if children are left in a closed car," said NHTSA Administrator Jeffrey W. Runge, M.D.

Young children trapped in a hot, closed vehicle are at particularly great risk on a day that is sunny or humid. Even when the temperature is as mild as 60 degrees Fahrenheit, a closed vehicle can heat to levels that are dangerous for children within a short span of time.

"It's not only parents and caregivers who should be extremely vigilant. Anyone who observes a small child alone in a closed vehicle should contact emergency services immediately," says Martin Eichelberger, M.D., president of the National SAFE KIDS Campaign.

NHTSA and SAFE KIDS urge parents to be particularly cautious about their children's safety in the summer and offer the following safety precautions to combat heat-related injuries in cars and other motor vehicles:

- \* Never leave your child unattended in a motor vehicle, even with a window open.
- \* Teach children not to play in, on or around cars.
- \* Always lock car doors and trunks and keep keys out of children's reach.
- \* Watch children closely around cars,

particularly when loading or unloading items.

- \* Ensure that children exit the vehicle at your destination.
- \* Don't overlook sleeping infants.
- \* Place an unmistakable reminder of a child's presence where you'll be sure to see it before you leave the vehicle. For example, place a diaper bag right next to you, your briefcase or your lunch bag.
- \* Check the temperature of child safety seats and seat belt buckles before restraining your child.

Car trunks can also be especially hazardous. In very hot weather, within minutes a child trapped in the trunk of a vehicle can suffer a heatstroke that leads to permanent disability or even death. Remember these safety precautions:

- \* Keep the trunk of your car locked at all times, especially when the vehicle is parked in the driveway or near your home.
- \* Keep rear fold-down seats closed to help prevent kids from getting into the trunk from the passenger area of a car.
- \* Put car keys out of children's reach and sight.
- \* Be wary of child-resistant locks. Teach older children how they can unlock the door if they become trapped in a motor vehicle.

For the fourth year in a row, SAFE KIDS and General Motors are conducting a national public awareness campaign aimed at educating parents and caregivers about the dangers of leaving children unattended in motor vehicles. The Never Leave Your Child Alone initiative includes brochures in English and Spanish that deliver potentially lifesaving information. Brochures can be downloaded at [www.safekids.org](http://www.safekids.org) and [www.gmability.com](http://www.gmability.com).

The National SAFE KIDS Campaign is a national nonprofit organization dedicated to the prevention of unintentional childhood injury--the number one killer of children ages 14 and under. More than 300 state and local SAFE KIDS coalitions in all 50 states, the District of Columbia and Puerto Rico comprise the campaign.



**2004 CFC GEICO RACE FOR FREEDOM  
Registration & Release Form**

Mail this & payment to: GEICO Race for Freedom Attn: Kim Dermody, AMP-1 P.O. Box 25082 Oklahoma City, OK 73125	Register online at: <a href="http://www.signmeupsports.com/index_run.htm">http://www.signmeupsports.com/index_run.htm</a> <b>**There is a 5.5% additional charge for online registration**</b>
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Event entered (Check one):  2 Mile Run/Walk  5K Run  10K Run

Sex:  Male  Female Age (on 9-11-04): \_\_\_\_\_

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Area Code: \_\_\_\_\_ Day Phone: \_\_\_\_\_ Night Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

T-Shirt Size (Adult M, L, XL, XXL) (Medium & XXL size limited available on first come basis): \_\_\_\_\_

I am a federal agency employee/contractor or affiliated with a federal agency via family relationship or friendship (please specify agency including city): \_\_\_\_\_

Entry Fee: (Make checks Payable to the Combined Federal Campaign)  
\$15 thru September 3<sup>rd</sup>                      \$20 September 4<sup>th</sup> – 11<sup>th</sup>

Waiver: 2 Mile Run/Walk, 5K & 10K

I know that walking/running a road race is a potentially hazardous activity. I should not enter unless I am medically able and properly trained. I also know that there will be a possibility of traffic on the course. I assume the risk of walking/running in traffic. I also assume any and all other risks associated with entering this event including, but not limited to, falls, contact with other participants, the effects of the weather and the conditions of the roads, all such risks being known and appreciated by me. Furthermore, I agree to yield to all emergency vehicles. **I am also fully aware that baby strollers and wheels of any kind (except wheelchairs for physically disabled individuals), animals, and headphones are strictly prohibited, and I agree not to have them on the course. Furthermore, I agree not to go back onto the course after finishing. I am fully aware that it is a fraudulent act to switch race numbers with anyone or allow anyone other than myself to wear my race number, and I agree not to do this.** Knowing these facts, and in consideration of your accepting my entry, I hereby for myself, my heirs, executors, administrators or anyone else who might claim on my behalf covenant not to sue, and waive and release and discharge any and all race sponsors, race officials, volunteers, local and state police including any and all of their agents, employees, assigns or anyone acting for or on their behalf from any and all damages or liability for death, personal injury or property damage of any kind or nature whatsoever arising out of, or in the course of, my participating in this event, whether same be caused by negligence or fault. This release and waiver extends to all claims of every kind or nature whatsoever, foreseen or unforeseen, known or unknown. The undersigned grants permission to sponsors and or agents authorized by them to use any photos, video tapes, motion pictures, or any other record of this event for any purpose. Minors accepted only with a parent or guardian's signature. I understand that there are no refunds.

THIS WAIVER IS A LEGAL DOCUMENT. READ ALL TERMS AND CONDITIONS BEFORE SIGNING.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent's Signature if under 18 years: \_\_\_\_\_ Date: \_\_\_\_\_



By Brian Friel, [bfriel@nationaljournal.com](mailto:bfriel@nationaljournal.com) in the August 11<sup>th</sup> edition of GovExec.com

## Leadership Qualities

Lenora Gant, a federal executive turned Trinity College scholar, says "forecast" is a trait that government leaders can't live without. By forecast, she means the ability to look at data and trends and then take measures to address the challenges that information presents. It "is an admirable trait, especially now, because changes are constant in organizations," Gant says.

Stephanie Sieradzki, a federal management consultant, says the ability to get along with almost anyone is a key trait for leaders. "I find that this motivates people to work hard to support your causes," Sieradzki says. "This is achieved mostly by accepting that there is value to everyone who works for you, and it's your job as the leader to find that value and make the most of it."

In an informal *Government Executive* survey, a score of federal managers and consultants identified the leadership traits they consider most important. In addition to forecast and amiability, the characteristics managers valued most were the ability to recognize employees' talents, the know-how to make teams work and an open mind.

Many of the admired traits focused on awareness -- a leader's ability to recognize the environment they are operating in, to listen to the people who work for them and to steer their organizations accordingly. Trust, respect, selflessness, optimism and patience made people's lists as well.

A 30-year manager at the Social Security Administration suggested that, in government, having a sense of humor is key. "I'm sure others might rightly argue [for] charisma, integrity, competence or intelligence," he says. "In my almost 30 years of experience, more than anything else, I really enjoy working for someone who can laugh and make me laugh. And in the world of the bureaucracies we operate

within, sometimes laughter is the only reasonable course of action."

The most lauded traits for government leaders, though, were honesty and integrity. Honesty has a perfectly straightforward definition, but what does integrity mean?

The American Heritage Dictionary suggests three definitions:

- "Steadfast adherence to a strict moral or ethical code." Daily crises, political decisions from above and outside pressure can make it tough for managers to hold on to their morals and ethics.
- "The state of being unimpaired; soundness." Making bad decisions can taint a leader's integrity.
- "The quality or condition of being whole or undivided; completeness." One of the riskiest management pitfalls is maintaining integrity in some situations while letting it go in others.

When the managers surveyed spoke about honesty, they talked about "being" honest. It's a simple choice that managers regularly make -- whether to tell the truth or not. But when they talked about integrity, they emphasized "keeping" their integrity. This is one of the toughest challenges while working in hierarchies and bureaucracies, managers say.

By definition, it isn't possible to choose when to exercise integrity. Once a leader compromises his or her integrity, it is lost. That is perhaps the reason integrity is considered the most admirable trait. And the reason one manager said leaders have to keep it "above all else."

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*Good ideas are not adapted automatically.  
They must be driven into practice with courageous  
patience.*

*—Admiral Hyman Rickover*



### Bush Orders Agencies to Include Disabled Employees in Emergency Plans

Taken from Tim Kauffman's Federal Times article dtd August 9, 2004

Agencies must consider the unique needs of employees with disabilities in their emergency preparedness plans, President Bush said in an executive order issued July 22.

Agencies also should encourage local and state governments and private organizations to include people with disabilities in their emergency plans, the order states.

Bush's order creates an interagency council within the Homeland Security Department to coordinate such efforts. The council will be chaired by the Homeland Security secretary and consist of the heads of all executive departments, the Environmental Protection Agency, the General Services Administration, the Office of Personnel Management, the Social Security Administration and other agencies identified by the Homeland Security secretary. Agency heads can designate a political appointee or career employee at or above GS-15 to serve on the council in their stead.

The council will submit annual reports to the president that summarize the council's achievements, detail best practices among agencies and other employers, and recommend ways to advance the council's work, the order states. The first report is due a year from now.

The order follows a May report by the Labor Department that concluded agencies often fail to consider employees with disabilities in their emergency plans. Failure to do so could hurt agencies' hiring efforts, the report said. Labor's report, "Emergency Preparedness for People with Disabilities: An Interagency Seminar of Exchange for Federal Managers," is available online at [www.dol.gov/odep/pubs/ep/index.htm](http://www.dol.gov/odep/pubs/ep/index.htm) or by calling (202) 693-7880.

UPCOMING EVENTS September	
<i>Due to the end of the fiscal year, September has fewer meetings on the schedule.</i>	
<b>Sep 2, 2004</b> 8:30 a.m.	<b>Federal Transfer Center's Community Board Meeting</b>
<b>Sep 9, 2004</b>	<b>SGMP</b> POC: FEB Office, 405-231-4167
<b>Sep 11, 2004</b> 8:00 am	<b>CFC Fun Run/Walk</b> POC: Kim Dermody, 405-954-7707
<b>Sep 14, 2004</b> 11:00 a.m.	<b>Shared Neutrals</b> Sharing Best Practices POC: FEB Office, 405-231-4167
<b>Sep 15, 2004</b> 10:00 am	<b>Interagency Training Council</b> Office of Personnel Management POC: Joyce Smith, 405-521-4539
<b>Sep 15, 2004</b> 10:00 am	<b>American Indian Council</b> Bureau of Land Management 221 N. Service Rd., Moore POC: Mary Lou Drywater
<b>Sep 15, 2004</b> 3:00 pm	<b>Black Program Council</b> 3030 NW Expwy, USPS POC: Gloria Hall, 405-954-3734
<b>Sep 21, 2004</b> 12:30 pm	<b>OU Careers Class</b> FEB Presentation POC: FEB Office, 405-231-4167
<b>Sep 21, 2004</b> 2:00 pm	<b>Federal Employees Care Council</b> POC: Mike Birdsong, 405-297-4014
<b>Sep 22, 2004</b>	<b>Leadership FEB</b> Rescheduled session POC: FEB Office, 405-231-4167
<b>Sep 23, 2004</b> 11:30 am	<b>Community Outreach Council</b> 301 NW 6 <sup>th</sup> , Rm 200, HUD POC: Donna Ward, 405-879-2734
<b>Sep 24, 2004</b> 12:00 noon	<b>Naturalization Ceremony</b> US District Courthouse, OKC POC: FEB Office, 405-231-4167

#### What we do:

*"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)*



Letter extracted from [www.opm.gov/oca/compmemo/2004/2004-03.asp](http://www.opm.gov/oca/compmemo/2004/2004-03.asp)

CPM 2004-03

January 9, 2004

## MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

**FROM: KAY COLES JAMES**  
**Director**

**SUBJECT: Conversion to New SES Performance-Based Pay System**

The National Defense Authorization Act for Fiscal Year 2004 (Public Law 108-136, November 24, 2003) authorized a new performance-based pay system for members of the Senior Executive Service (SES). (See <http://www.opm.gov/oca/compmemo/2003/2003-19.asp>, December 16, 2003.) The Office of Personnel Management (OPM) recently issued interim regulations to set forth the requirements for converting SES members to the new pay system and adjusting SES rates of basic pay ([www.opm.gov/oca/compmemo/2004/sesconvreg.asp](http://www.opm.gov/oca/compmemo/2004/sesconvreg.asp)). This memorandum provides additional guidance on establishing and adjusting SES rates of basic pay under the new SES pay system.

**Effective Date:** OPM's interim regulations require agencies to convert SES members to the new SES pay system on the first day of the first applicable pay period beginning on or after January 1, 2004 (January 11, 2004, for most employees).

**SES Pay Structure:** The Act amends 5 U.S.C. 5382 to replace the current six-level pay system for the SES with a single, open-range "payband" that has only its minimum and maximum rates fixed by statute. The new SES pay system establishes an open pay range with a minimum rate of basic pay (excluding locality pay) equivalent to the minimum rate of basic pay for senior-level positions under 5 U.S.C. 5376 (\$103,700 in 2004) and a maximum rate equivalent to the rate for level III of the Executive Schedule (\$144,600 in 2004). Section 5382 also allows the maximum rate of basic pay to be set at level III of the Executive Schedule for a position in a system equivalent to the SES, as determined by the President's Pay Agent (the Secretary of Labor and the Directors of the Office of Management and Budget (OMB) and OPM).

For any agency certified under 5 U.S.C. 5307(d) as having a performance appraisal system for its SES members which, as designed and applied, makes meaningful distinctions based on relative performance, the maximum SES rate of basic pay will be the rate for level II of the Executive Schedule (\$157,000 in 2004). In addition, agencies granted such certification also may apply a higher aggregate limitation on pay equivalent to the total compensation payable to the Vice President (\$201,600 in 2004). OPM and OMB will issue regulations prescribing the requirements agencies must meet to obtain certification for these purposes.

### Conversion to New SES Pay-for-Performance System

**SES Members.** Most current SES members will convert to the new SES pay range on January 11, 2004. The senior executive's converted rate of basic pay is his or her rate of basic pay plus any applicable locality pay in effect immediately prior to January 11, 2004. The newly converted SES rate becomes the SES member's rate of basic pay for all pay computation purposes. An agency may not involuntarily reduce a senior executive's rate of basic pay, including any applicable locality payment, below the rate that was in effect on November 24, 2003, for 12 months after January 11, 2004.

**FBI and DEA SES Members.** Under 5 U.S.C. 3151, the rates of basic pay for the Federal Bureau of Investigation (FBI) and Drug Enforcement Administration (DEA) SES may not be



less than nor greater than the rates of basic pay established for the SES under 5 U.S.C. 5382 and may be adjusted by the Attorney General "at the same time and to the same extent as rates of basic pay for the [SES] are adjusted." As a result, the new minimum and maximum rates of basic pay for the SES under 5 U.S.C. 5382 also will apply to the FBI and DEA SES. In addition, the converted rates of basic pay for FBI and DEA senior executives will include any applicable locality payment in effect for the employee immediately before January 11, 2004.

**Law Enforcement Officers.** Upon conversion to the new SES pay system, a law enforcement officer (LEO) who is a member of the SES (including an LEO in the FBI and DEA SES) will continue to receive his or her rate of basic pay, plus any applicable special geographic pay adjustment established for LEOs under section 404(a) of the Federal Employees Pay Comparability Act of 1990 (Public Law 101-509) to which he or she was entitled immediately before January 11, 2004. Currently, a special geographic pay adjustment (16 percent) applies only to LEOs in the Boston-Worcester-Lawrence, MA-NH-ME-CT Consolidated Metropolitan Statistical Area (CMSA). When the special geographic pay adjustment for LEOs in Boston no longer applies (because a higher locality pay percentage becomes applicable to employees in the Boston locality pay area), the senior executive's converted rate of basic pay will be his or her previous rate of basic pay plus the special geographic pay adjustment for LEOs in effect immediately before the effective date of the higher locality-based comparability payment.

**Employees with Geographic Mobility Assignments Outside the 48 Contiguous States and the District of Columbia.** SES members in positions subject to geographic mobility requirements and who are on assignment outside the 48 contiguous States or the District of Columbia to a position overseas or in Alaska, Hawaii, Guam and the Commonwealth of the Northern Mariana Islands, Puerto Rico, the U.S. Virgin Islands, or other U.S. territories and possessions in January 2004 will convert to the new SES pay system at their rate of basic pay (exclusive of any locality rate of pay). However, upon reassignment to a locality pay area, their converted rate of basic pay will be adjusted to include an amount that corresponds to the locality pay authorized for the applicable locality pay area upon reassignment. The adjustment will be prospective, not retroactive.

In all cases, conversion to the new SES pay system or "equivalent SES system" is not considered a pay adjustment for the purpose of limiting an agency's flexibility to adjust a senior executive's rate of basic pay more than once during a 12-month period.

**Pay Adjustments for SES Members:** SES members will no longer receive annual across-the-board or locality pay adjustments. (See memorandum on "Extension of Locality Payments to Non-General Schedule Employees" at <http://www.opm.gov/oca/compmemo/2003/extmemo.asp>.) Pay adjustments for SES members must be based on the employee's individual performance and/or contribution to the agency's performance. An agency may increase an SES member's converted rate of basic pay on the first day of the first applicable pay period beginning on or after January 1, 2004, or on any date thereafter, only up to the new rate for level III of the Executive Schedule. Agencies may provide this pay adjustment only upon a determination that the senior executive's performance and/or contributions so warrant and that the senior executive is otherwise eligible for such a pay adjustment (i.e., he or she has not received a pay adjustment in the previous 12-month period). Agencies may assess an individual's performance and/or contribution to the agency's performance by considering such things as the unique skills, qualifications, or competencies of the individual and their significance to the agency's mission, as well as the individual's current responsibilities. Any such pay adjustment will be considered a pay adjustment for the purpose of applying the prohibition on authorizing a pay adjustment not more than once during a 12-month period. (The interim regulations also allow an agency to request an exception from the Director of OPM to the rule that limits an agency's authority to adjust a senior executive's rate of basic pay more than once during a 12-month period.)

If there is an additional increase in the rate for level III of the Executive Schedule in 2004, and if that increase becomes effective as of the first day of the first applicable pay period beginning on or after January 1, 2004, an agency may review the previous determinations to increase the pay of a senior executive to determine whether, and to what extent, any additional pay increases may be warranted based on the same criteria used for the previous determinations to increase pay. If the agency determines that an additional pay increase is warranted, that increase must be made effective as of the effective date of the previous increase.



## TWO AWARD OPPORTUNITIES FOR FEDERAL EMPLOYEES

### 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](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](mailto:Dglover@geico.com).

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### 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/>

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## **New Poll Finds Bipartisan Agreement on the Value of Federal Government Work; Research Shows Americans Need a New Message for a New Era of Government Service**

For a copy of the report: [http://www.ourpublicservice.org/pressroom/pressroom\\_show.htm?doc\\_id=235774](http://www.ourpublicservice.org/pressroom/pressroom_show.htm?doc_id=235774)

Washington – On August 18, 2004, the Partnership for Public Service released a new national survey revealing that, despite the most polarizing campaign season in decades, Republicans and Democrats surprisingly agree on one thing: the value of federal government work.

According to the research, which was conducted by Republican pollster Jim McLaughlin and Democratic media consultants Bill Knapp and Tom Freedman, 91 percent of Americans feel that the jobs, duties and functions of federal government workers are important to their daily lives. And 71 percent of them have a favorable view of federal government workers themselves. These views cut across political ideology, race, and geographic lines. And among college seniors and recent college graduates surveyed, a majority (65 percent) express interest in working for the federal government.

But, despite the positive attitudes and interest, efforts to fill critical skills gaps in the federal government workforce – from Arabic translators to information technology specialists to biodefense experts – are in trouble unless specific actions are taken, according to the Partnership.

“President Kennedy's call to service, which resonated with so many Americans, is no longer enough to inspire a new generation to serve. Americans today need a new message for a new era: government service allows you to both make a difference and further your career,” said Max Stier, president and CEO of the Partnership.

The Partnership's research, made possible with support from the Rockefeller Brothers Fund, identified a number of ways to help capitalize on the opportunity to transform positive public attitudes into government service:

1. **Word choice matters.** While support for government may be broad, it is easily tarnished by anecdotes and negative language. When voters are asked their feelings about “federal government workers,” 71 percent of respondents have a favorable response. But when asked about “federal government bureaucrats,” the number of people reacting positively drops by more than 50 percent to only 20 percent.
2. **Recruitment efforts should appeal to Americans' savvy altruism.** About 60 percent of respondents said that practical considerations such as good benefits, insurance, and job security are the best reason to work for the federal government. On the other hand, about 40 percent give altruistic reasons such as “being able to help people and make a difference in people's lives.” This combination of

altruism and self-interest appeals to a population that may be drawn to public service but has been turned off by images of a workforce that is perceived to be unlike them, and in need of reform.

3. **The power of reform.** The research demonstrates the devastating impact of underlying negative perceptions on potential job applicants. Today over half of respondents (56 percent) say the main reason not to work for the federal government is “too much bureaucracy.” To shatter the negative attitudes, Americans want a sense that government is undergoing significant institutional reforms. In focus groups, even people who have positive views toward government in general saw it as a place that stifles creativity and entrepreneurial thinking. The popularity of innovations like merit-based pay and increased accountability in the poll show the need to let the public know that the federal government is in fact changing.
4. **Job seekers demand an “iPod” culture, not an “i, Robot” culture.** Focus groups showed that most people think of themselves as innovators who thrive in an environment that promotes creativity and rewards ambition – an “iPod” culture. But the federal government workplace often suffers from an “i, Robot” stereotype of cubicle-dwellers working like drones. The research showed that a significant number of people view government workers as fundamentally different than themselves: while 75 percent of people agree with the statement “there are great jobs for regular people in the federal government,” only 51 percent agree with the statement “there are great jobs for people like me in the federal government.” Unless concrete steps are taken to let people know that there are creative, talented, motivated people like them in government, the influx of new talent will continue to be a trickle, not a flood.

The research also revealed that the federal government must clear higher hurdles to recruit mid-career professionals and citizens from Hispanic households into the federal workforce. Unlike recent college graduates who showed high rates of interest in federal employment, interest falls off as people get older. In addition, only 58 percent of respondents from Hispanic households viewed federal government workers favorably, compared to 73 percent for non-Hispanic households. Hispanics remain the only minority group that is underrepresented in the federal government compared to their representation in the civilian labor force. (As of September 2002, only 6.9 percent of the federal workforce was Hispanic, compared to 12.2 percent of the non-government workforce.)



## APPLY FOR A GOVERNMENT OSCAR

Does your work change lives? Are you making things happen? Does your program have what it takes?

Harvard University and the Council for Excellence in Government invite federal communicators to apply for the Innovations in American Government Award, the "Oscar" of government awards!

Administered by Harvard University's Ash Institute for Democratic Governance and Innovation at the John F. Kennedy School of Government in partnership with the Council for Excellence in Government, the Innovations Award is heralded as the premier public-sector award in the nation. It is given annually to programs that serve as examples of creative and effective government at its best.

For 17 years, the Innovations in American Government Award has recognized quality and responsiveness at all levels of government, honored government efforts that are creative, effective and address significant problems, and has fostered the replication of innovative approaches to the challenges facing government.

All units of government-federal, state, local, tribal, and territorial-are eligible to apply. Federal programs are strongly urged to apply. For the 2004 awards, given last month, two federal programs (at NIH and the DOJ) were given grand prizes. This year, it could be YOU!

Each of the five winners of the 2005 Innovations Award will receive a \$100,000 grant to support replication and dissemination activities.

The application process has been streamlined to make it easy to apply . . . all you have to do is answer three simple questions. Applications and additional information are available on the website: [www.ashinstitute.harvard.edu](http://www.ashinstitute.harvard.edu). Or contact Amy Edwards at the Council for Excellence in Government at 202-728-0418.

2005 DEADLINE HAS BEEN EXTENDED -- APPLICATIONS ARE DUE SEPT 15, 2004

## ON-LINE MANAGER'S TOOLKIT

The FirstGov website has gathered many items of information helpful to federal managers and placed it in one convenient and central location.

- **Human Resource Management** includes Assistance and Work/Life Programs for Employees, Awards and Recognition, Employee Relations, Employment Discrimination, Federal Employment Laws, Guide for Managers and Human Resource Specialists from OPM, Handling Traumatic Events, Human Resource Flexibilities, Labor and Management Relations, Performance Plans and Appraisals, Reasonable Accommodation, Restructuring and Downsizing
- **Leadership Development**
- **Performance and Change Management** includes Budget Integration and the GPRA, Electronic Government Initiatives, Evaluating Customer Service, Federal Consulting Group, GAO Reports on Agencies' Performance Plans, Performance Management Technical Assistance Center, President's Management Agenda, Resource Center for Addressing Poor Performance, Restructuring and Downsizing, Training and Human Resource Solutions
- **Policies and Other Resources** includes Government Oversight and Investigation, Mail Security and Management in Federal Mail Centers, Management of Federal Advisory Committees, Policies, Reports, Statistics and Other Reference Materials for Federal Employees, Policies and Standards of Conduct for Presidential Appointees, [Results.gov](http://Results.gov): Management Resources for the President's Leadership Team
- **Public Service-Related Organizations** includes ASPA, American Society for Public Administration, Center for Information and Research on Civic Learning and Engagement, Congress Online Project, Council for Excellence in Government, Institute for Government Innovation at Harvard University, NAPA, National Commission on the Public Service, Partnership for Trust in Government
- **Recruitment and Hiring** includes Employing People with Disabilities, Employing Veterans, Hispanic Employment Initiative, Job Classification Systems, Recruitment One-Stop e-Gov Initiative, Recruitment Support and Resources for Hiring People with Disabilities, Student Internships, Student Loan Repayment Program as Recruitment or Retention Incentive, USAJobs, Workforce Planning

[http://www.firstgov.gov/Federal\\_Employees/Managers\\_Toolkit.shtml](http://www.firstgov.gov/Federal_Employees/Managers_Toolkit.shtml)



# FEB Transition of Officers Luncheon

## October 21, 2004

11:30 a.m.—1:00 p.m.



	<p>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.</p> <p><b>Directions from westbound I-40 including, Shawnee and Midwest City</b> 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.</p> <p><b>From I-35 headed north from the Norman and Moore areas.</b> 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.</p> <p><b>From I-44 eastbound including Lawton, eastbound I-40, Will Rogers International Airport and beyond,</b> 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.</p>
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**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>
Sep 2004			<b>1</b>	<b>2</b> 8:30 FTC Community Board	<b>3</b>	<b>4</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b> 11:30 SGMP	<b>10</b>	<b>11</b> 8:00 CFC Run GEICO Run for Freedom-Stars & Stripes Park
		OPM Federal Workforce Conference-Baltimore				
<b>12</b>	<b>13</b>	<b>14</b> 11:00 Shared Neutrals	<b>15</b> 10:00 ITC 10:00 AIC 3:00 BPC	<b>16</b>	<b>17</b>	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b> 12:30 FEB presents @ OU 2:00 FECC	<b>22</b> Leadership FEB Rescheduled	<b>23</b> 11:30 Community Outreach Council	<b>24</b> 12:00 Naturalization	<b>25</b>
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>		

OKLAHOMA FEDERAL EXECUTIVE BOARD  
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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.