



INTERAGENCY CONNECTION

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

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

(405) 231-4167

Chair's Corner



As fall quickly approaches, many things are 'in the works' within our Federal Executive Board.

You will soon see a solicitation for our annual nominations to be considered for FEB Officer elections.

We are also planning to return to our regular schedule for FEB luncheons and Executive Breakfast forums.

- FEB Luncheons are open meetings for all federal leaders, managers, supervisors and employees. We welcome participation of state and local government representatives, as well!
- Executive Breakfast Forums are intended for an exclusive audience of our FEB members, the senior official of each federal agency and activity in Oklahoma.

Watch for registrations for the luncheons in this newsletter, Executive Breakfast registrations will be faxed to the office of each FEB member.

August holds two emergency preparedness training opportunities: COOP Program Manager training during the first week of the month and Exercise Design later in the month. Please call the FEB Office or visit our website for additional information.

Our newly formed Council to address Faith-Based and Community Initiatives is further defining direction of activities and how the participating agencies can assist each other, especially in response to levied goals for the agencies identified by the White House Office by the same name: Corporation for National and Community Service, Dept of Agriculture, Dept of Commerce, Dept of Education, Dept of

Health & Human Services, Dept of Housing & Urban Development, Dept of Justice, Dept of Labor, Dept of Veteran Affairs, Small Business Administration, U.S. Agency for International Development. Monthly meetings of this Council will be listed in this newsletter. All interested federal representatives are welcome to attend.

Government Job Fairs. Be sure to look at the schedule of Universities in Oklahoma who are partnering with us to host government job fairs at no cost for our federal agencies! Some universities have determined to work us in with their regularly scheduled job fairs and there are fees associated with some in the schedule. This is something coordinated for your benefit, be sure to participate when you can.

Attention all runners! Attention all walkers! Plan to participate in our annual CFC Fun-Run and Walk, this fall, to raise funds for the Combined Federal Campaign! A registration form, complete with a map of the course, times, location and other necessary information is posted on our website. You can download the document by linking directly to www.oklahoma.feb.gov/Forms/2005CFCRunRegistration.pdf.

Watch for notifications of our future meetings and plan to attend. I look forward to seeing you there!

Dorothy A. Overal
Dottie Overal
Chairperson

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Lessons Learned on Removing Poor Performers

Taken from MSPB’s *Issues of Merit*, dated Summer 2004

A primary goal of the Civil Service Reform Act (CSRA) was to enable Federal managers to remove poor performers. It is clear, 25 years after the CSRA, that this goal has not been fully achieved: Federal employees do not believe that their supervisors deal effectively with poor performance; the procedures established by CSRA for correcting poor performance are little-used; and current personnel reform initiatives—notably those in the Departments of Homeland Security and Defense—emphasize the need to strengthen employee accountability for both performance and conduct. In this article, we outline “lessons learned” from over 20 years of MSPB research on this topic.

Poor performers are relatively rare but highly harmful. MSPB estimates that less than four percent of Federal employees are truly poor performers. Yet such employees materially reduce organizational productivity. In our 2000 Merit Principles Survey, employees who indicated that their work unit had one or more poor performers were only half as likely to rate their work unit as highly productive as employees whose work units had no such employees. Also, poor performers—especially if tolerated by management—can make their coworkers resentful and less inclined to “go the extra mile.”

The most prominent barriers to dealing with poor performance are based in organizational culture, not in procedures. In our 2000 Merit Principles Survey, supervisors who reported difficulty in dealing with a poor performer cited organizational culture factors as a problem more often than they cited procedural factors. For example, 63% of supervisors cited a lack of confidence in the agency’s performance management process, and 60% cited a lack of support from higher level management—more than cited concerns such as subjectivity of performance standards (31%) or a lack of training (35%).

A long term view is necessary. Supervisors report that removing a poor performer entails

significant short-term pain, which may include delivering bad news to an unreceptive or hostile employee; documenting and defending an adverse action; lost productivity; and the job stress associated with affecting someone’s livelihood. So it’s particularly important that agency supervisors and leaders emphasize long-term considerations of morale and productivity when making decisions concerning a poor performer. Otherwise, it is very tempting to ignore or “work around” the poor performance, at significant cost to organizational effectiveness.

Two tracks may be one too many. CSRA created separate procedures for adverse actions based on poor performance (Chapter 43) and adverse actions based on conduct (Chapter 75). The accompanying table outlines the most important differences between these two procedures.

An Overview of Title 5’s “Dual Track” for Dealing with Poor Performers

Chapter 43	Chapter 75
<i>Actions covered</i> Chapter 43 covers actions based on unacceptable performance	<i>Actions covered</i> Chapter 75 covers actions taken to promote the ‘efficiency of the service’. Such actions are usually based on misconduct, but can also be based on poor performance.
Showing “nexus” The agency does not have to show “nexus”—that its action will promote the efficiency of the service.	Showing “nexus” The agency must show nexus.
<i>Standard of evidence</i> The standard of evidence is “substantial”—the agency’s case must be plausible.	<i>Standard of evidence</i> The standard of evidence is “preponderant”—the agency’s case must be supported by the balance of the evidence.
<i>Mitigation</i> MSPB may not mitigate the penalty.	<i>Mitigation</i> MSPB may mitigate the penalty.

This article is continued on page 8 of this newsletter.



Pride in Public Service

Did You Know...

Indian Tribal Governments

The Office of Indian Tribal Governments at the Internal Revenue Service (IRS) was established to help Indian tribes address their federal tax matters. During the planning and creation of this office, we received valuable input from Indian Tribal Governments and tribal associations so we would be better able to understand and meet your specialized needs.

Indian Tribal Governments provides a single point of contact for assistance and service. Five field groups provide primary front-line service and are aligned to respect tribal affiliations wherever possible. These field groups consist of tribal government specialists who work in locations near the seats of tribal governments.

The overall goal of this office is to use partnership opportunities with Indian Tribal Governments, tribal associations, and other federal agencies to respectfully and cooperatively meet the needs of both the Indian Tribal Governments and the Federal Government and to simplify the tax administration process.

Indian Tribal Governments produces customized products – including publications, forms and instructions, and a website to help tribes understand federal tax law that applies to them.

The Indian Tribal Governments Office at the IRS consists of specially trained staff located throughout the country. The specialists can address issues unique to Indian country. Issues may relate to tribal governments as employers, distributions to tribal members, and the establishment of governmental programs, trusts, and businesses. If you would like more information on the program, visit the website at: www.irs.gov/tribes.

Animal and Plant Health Inspection Service

Protecting American agriculture and environmental resources is the basic charge of the U.S. Department of Agriculture's (USDA) Animal and Plant Health Inspection Service (APHIS). APHIS provides leadership in protecting and ensuring the health and care of animals and plants. They improve agricultural productivity, ensure competitiveness, and contribute to the national economy and the public health.

The Plant Protection and Quarantine (PPQ) program in APHIS touches the lives of all Americans by ensuring the availability of domestic and imported foods in the marketplace, facilitating agricultural exports, and contributing to the health of U.S. public and private lands.

PPQ takes a lead role for APHIS in plant health issues as specialists in the safe movement of agricultural products around the world. PPQ also joins with other APHIS programs, USDA agencies, and federal partners to mitigate the introductions of, and adverse impacts caused by, invasive species – plants and animals from abroad that threaten our ecosystems. PPQ's activities can be grouped into three categories: safeguarding plant and animal resources from exotic pests and diseases, managing plant pests to protect plant resources, and enhancing trade through phytosanitary procedures.

Specific actions in support of these categories include animal and plant pest exclusion, smuggling interdiction, trade compliance, pest monitoring, risk analysis, and areawide pest management, including response to emergency situations.

APHIS-PPQ has an open-door information policy. We encourage people to learn about our activities, and we try to share as much information as possible. For additional information on APHIS-PPQ, visit the website at: www.aphis.usda.gov.



You May Qualify for Help to Pay the Costs of Medicare's New Prescription Medication

If you are on Medicare and have limited income and assets, you may be able to get extra help paying for your prescription medications. Beginning January 1, 2006, a new program will provide prescription drug coverage under Medicare. Any Medicare beneficiary can choose the new coverage. Those with limited income and assets may be able to get help paying the monthly premiums, deductibles and co-payments under this new program.

If your annual income is below \$14,355 for an individual or \$19,245 for a couple, you may not have to pay any monthly premiums or deductibles (or you may pay reduced premiums and deductibles depending on your income) and you could pay as little as \$2 co-pay per prescription. If your income is higher, you may still qualify for the extra help if you support other family members who live with you.

An individual can have up to \$10,000 in assets and be eligible for the extra help. A couple can have up to \$20,000. Assets that count toward these limits include checking accounts, saving accounts, and savings bonds. Your home and car do not count as assets and will not keep you from receiving the extra help. Also, you can have up to \$1,500 per person saved for burial expenses that will not count toward the asset limits.

Applying for the Extra Help

If you are on Medicare and have prescription drug coverage under Medicaid, you will not

have to sign up for the extra help. You will automatically be enrolled in the new Medicare benefit.

If you have Medicare only and your income and assets are below the limits, you will need to complete an application. This summer, Social Security will send out applications for the extra help to millions of Medicare beneficiaries who may qualify for the extra help. If you receive the application, you should complete and return it as soon as possible. If you do not receive an application in the mail or don't want to wait, you can get one by calling Social Security at 1-800-772-1213. Beginning July 1, 2005, you can also apply for the extra help online at www.socialsecurity.gov.

After you apply, Social Security will review your application and send you a letter to let you know if you qualify for the extra help. For those that qualify, the extra help could be worth thousands of dollars, so, if you are not sure if you qualify or not, you should go ahead and complete the application.

For More Information

For more information about getting help with your prescription drug costs, call Social Security at 1-800-772-1213 or visit www.socialsecurity.gov.

For information about the Medicare prescription drug plan for those persons on Medicare who do not qualify for the extra help, call 1-800-Medicare or visit www.medicare.gov.



**UPCOMING EVENTS
August 2005**

Aug 2-4, 2005	COOP Program Manager Course Train the Trainer Format 800 N. Portland POC: FEB Office, 405-231-4167
Aug 3, 2005 11:30 a.m.	Oklahoma City InfraGard Meeting 13220 North Pennsylvania POC: FEB Office, 405-231-4167
Aug 10, 2005 7:30 a.m.	Mayor's Committee Mtg POC: FEB Office, 405-231-4167
Aug 10, 2005 11:00 a.m.	Shared Neutrals Sante Fe Cattle Co., 1445 SW 74 th , OKC POC: FEB Office, 405-231-4167
Aug 11, 2005 11:00 am.	SGMP Sheraton-Tulsa POC: FEB Office, 405-231-4167
Aug 16, 2005 11:00 a.m.	Federal Employees Care Council Location TBA POC: Tom Burton, 405-954-0625
Aug 17, 2005 All Day	Leadership FEB POC: FEB Office, 405-231-4167
Aug 17, 2005 10:00 a.m.	American Indian Council SSA, 2615 Villa Prom, OKC POC: Mary Lou Drywater, 405-790-1040
Aug 17, 2005 10:00 a.m.	Interagency Training Council Arvest Bank, 3900 N. Lincoln, OKC POC: Sherri Beasley, 405-231-5854
Aug 18, 2005 3:00 p.m.	Black Program Council 3030 NW Expressway POC: Gloria Hall, 405-954-3734
Aug 19, 2005	Agency Visits-OKC Area
Aug 23, 2005 All Day	Courageous Conversations Express Events Center, OKC POC: FEB Office, 405-231-4167
Aug 25, 2005 9:00 a.m.	Faith-Based and Community Initiatives (FBCI) Council HUD, 301 NW 6 th , OKC (2 nd Floor) POC: FEB Office, 405-231-4167
Aug 26, 2005 12:00 noon	Naturalization Ceremony 200 N.W. 4 th Street, OKC POC: FEB Office, 405-231-4167
Aug 31, 2005	University of Tulsa Job Fair POC: Shelley Holley, 918-631-2550

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 the 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 Diehl, 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, Representative for the District Director, 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

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:** Dottie Overal, Director
Small Business Administration
- Vice-Chair:** Chris Puckett, Director of Staff
Oklahoma City Air Logistics
Center, Tinker AFB

Staff:

- Director:** LeAnn Jenkins
- Secretary:** Trish Plowman
- Program Support:** Constance Ward
- Program Development:** Janice Kurak

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.

Leaders are visionaries with a poorly developed sense of fear and no concept of the odds against them. They make the impossible happen.

—Dr. Robert Jarvik



6 Easy Steps To Get You Where You Want To Go Without The Stress

The comment I hear most frequently from business people is that they feel overwhelmed with work, and are often playing the game of "catch up."

But there is a way to get it all done without being overwhelmed. You are probably thinking, "but you don't understand - all the phone calls, on the spot decisions, immediate tasks."

But I do understand. These are the realities of business.

However, a little preplanning and goal setting can ease the daily pressures and find you additional time each day - as much as an hour - and relieve a whole lot of stress.

It boils down to you being more in control of how your day goes, and not being controlled by the situations that hit you.

1. Identifying and writing down your goals, short and long term, is the beginning. You may already have done this, but how do you accomplish them in a timely manner?
2. Scheduling your time is the next step. The question is then, how do you plan your time to accomplish goals when you are under the gun with crises, deadlines and interruptions?
3. Start with a daily "to do" list, which identifies the uncompleted tasks required to meet each goal.
4. Next, prioritize those tasks in order of which must be accomplished first. We sometimes are so caught up in the urgent matters of the day that we fail to schedule time to undertake the important tasks that will lead us to our goals.
5. Allot time each day to address these tasks, in the form of blocks of quiet time, at least one hour, to work these tasks, and to plan.

Find the most creative and productive time for you and use this time wisely. Let phone calls go to voice mail to be returned later.

This time is an appointment you make with yourself, and treat as any other business commitment. It gives you the sense of being in control of where you are going, and that you are

taking the positive steps to get there.

If circumstances arise that infringe on your quiet time, and surely at some time they will, reschedule for later in the day. You will soon realize the importance of having this quiet time.

6. Take 10 minutes at the end of each day to plan for tomorrow. Identify and prioritize tasks necessary to reach your goals on a daily "to do" list.

However, be careful not to commit every minute, but allow flexibility for the unexpected and urgent events that surely will occur, and it also allows you to reschedule your quiet time if necessary.

©2001-04 Carol Halsey

Carol Halsey is Founder of Business Organizing Solutions. She is a professional organizer, consultant, speaker, and author. You can get articles, ideas and time-saving tips simply by visiting her web site: <http://www.PilesToFiles.com>. Sign up for her free organizing newsletter, "Organizing Ideas," sent twice a month.

What does "public administration with an attitude" mean?

"Public administration is a profession, like many others, and public administration is the study of our profession and the public context in which we do our professional work. The best of public administration is, however, much more than our profession or its study; it is a state of mind, a conviction, a set of deeply held shared values. Public administration with an attitude is the forthright, unapologetic, no-punches-pulled, articulation of our state of mind and our convictions. And it is the vigorous defense of those convictions and shared values."

Taken from "*Public Administration with an Attitude*" posted at <http://www.aspanet.org>



Courageous Communication and Conversations in the Workplace

A one-day training event



Date: August 23, 2005

Time: 7:30 a.m. – Registration

8:00 a.m.-4:00 p.m.- Training

Location: Express Events Center, 8512 NW Expressway, Oklahoma City

Speaker: Mark Towers, Speakout Seminars

Topic: In today’s workplace, we do not need more “yes” people. These are the folks who avoid voicing their opinion at all costs. Neither do we need argumentative and difficult people.

We need assertive leaders with the courage and conviction to speak with candor when the situation requires.

This “hands-on, how-to” program will teach you to do exactly that—communicate courageously by using tact and diplomacy. You will learn key principles that guide courageous dialogue and easy-to-use strategies for being able to following through and execute correctly.

Most importantly, you will learn how to use courageous communication to maintain and strengthen workplace relationships.

Join us for this educational, motivational and entertaining session.

REGISTRATION

Name: _____ Agency: _____

Address: _____

Phone: _____ Fax: _____

Agency/Registrant may pay by cash, check, credit card or government voucher: \$139.00

Please mail this registration 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 August 18, 2005. 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!



Lessons Learned on Removing Poor Performers

Taken from MSPB's *Issues of Merit*, (continued from page 2)

CSRA's goal was to make it easier for Federal supervisors to improve or remove a poor performer. Yet Chapter 43 procedures are little-used and may confuse supervisors more than they help them. For this reason, in our 1995 issue paper "Removing Poor Performers in the Federal Service," we stated that "it is time to ask whether the Chapter 43 provisions that were intended to simplify matters have themselves proven so complex that they are now a part of the removal system's problems."

Removing a poor performer is not a "do it yourself" job. Supervisors will be reluctant to attempt to remove a poor performer when they receive unclear or contradictory advice. Supportive leaders and simplified procedures can do much to "empower" supervisors to deal with poor performers. Nevertheless, the supervisors cannot be expected to document and defend a removal for poor performance entirely on their own. The legal requirements and potential ramifications of such an action are simply too complex. Assistance from competent HR professionals and legal counsel remain essential, for both technical and moral support.

Removing a poor performer is possible. The

challenges and barriers discussed above should not overshadow the fact that agencies can and do remove poor performers. And data shows that such actions usually succeed. In our 1999 report "Federal Supervisors and Poor Performers," we noted that "most employees whose removal or demotion is proposed do not challenge management's action and do not appeal to the MSPB, the EEOC, or other third parties." Those who do appeal to the MSPB are unlikely to succeed: over the years, MSPB has sustained agencies' actions much more often than it has reversed them.

The Future. Changes are coming. The Department of Homeland Security has proposed significant changes to adverse action processes, including the elimination of the "dual track." Similar changes are likely to appear in the Department of Defense's new personnel system. Time will tell whether these changes make it easier to address poor performance. However, one thing is already clear: that changes to rules and regulations are, at best, only one piece of the puzzle. Leadership support, determination, and evenhandedness are also essential pieces of the puzzle—and ones that cannot be created by legislation alone.

Performance and Results Training:

"Faster, Quicker, Better"

The Federal Executive Board training provided in July is available at a specially negotiated price for Oklahoma FEB agencies.

The negotiated training opportunity is designed to be ½ day, in length, at your agency (or specified location) and specifically focused on your agency's performance goals and/or the desired outcomes you identify.

Please call the FEB Office at 405-231-4167 if you are interested in this training or need more detailed information regarding this opportunity.



President Bush's Budget and Oklahoma

The President's Budget builds on his first term's progress by focusing resources on the Nation's priorities while exercising prudent spending restraint in order to achieve the President's goal of cutting the deficit in half by 2009.

- ✓ The 2006 Budget funds efforts to defend the homeland, transform our military for the 21st Century, support our troops as they fight the War on Terror, spread freedom throughout the world, promote high standards in our schools, and continue the pro-growth economic policies that have helped to produce millions of new jobs.
- ✓ Meanwhile, overall discretionary spending grows by only 2.1% under the President's Budget - less than the projected rate of inflation - even with significant increases in defense and homeland security. Non-security discretionary spending is reduced by nearly 1% - the first such proposed cut since the Reagan Administration.



Defending our Nation from attack by increasing funding for defense, homeland security, and international assistance and security efforts, including:

- ✓ 4.8% more for overall Defense spending than in 2005, a 41% increase since 2001.
- ✓ \$35 billion more between 2005 and 2011, bringing the total to \$48 billion, to reorganize the Army's forces and increase the number of active Army combat brigades by 30%.
- ✓ \$3.5 billion more through 2011 to implement the Global Posture Initiative, which will increase U.S. responsiveness and allow for the return of 70,000 U.S. troops from Cold War bases.
- ✓ \$3 billion, an increase of \$1.5 billion over 2005, to expand the Millennium Challenge Account to encourage sound economic policies and political reform in the developing world.
- ✓ \$120 million for the Middle East Partnership Initiative, a cornerstone of the State Department's approach to supporting political and economic reform in the Greater Middle East and North Africa; as well as \$80 million for the National Endowment for Democracy to enhance its efforts to strengthen democratic institutions, the rule of law, human rights, civic education, and independent media.
- ✓ An 8% increase for government-wide, non-defense homeland security spending over 2005, including fee-funded activities.
- ✓ \$600 million for a Targeted Infrastructure Protection Program in the Department of Homeland Security to assist State and local governments in reducing the vulnerability of critical infrastructure, such as chemical facilities, ports, and transit systems.
- ✓ A \$555 million increase for the Federal Bureau of Investigation (11% more than in 2005), bringing the Bureau's funding to a level 76% higher than when the President first took office.
- ✓ \$4.2 billion for the Department of Health and Human Services' efforts to address the threat of bioterrorism, \$154 million more than in 2005.

Building on pro-growth economic policies by making the President's tax cuts permanent and by expanding opportunity and education for all Americans, including:

- ✓ \$10 billion over 10 years in tax incentives to create economic Opportunity Zones in areas experiencing an economic transition and persistent poverty.
- ✓ \$3.7 billion for a new economic and community development program that consolidates 18 ineffective or duplicative programs into a flexible and targeted program.
- ✓ \$27 billion through 2010 to make permanent the Research and Experimentation tax credit, a critical element in our innovation economy.
- ✓ \$200 million to provide home purchase downpayment assistance to 40,000 low- income families.
- ✓ A \$28-billion increase for student aid programs through 2015, raising the maximum Pell award by \$500 over 5 years, helping more than 10 million needy students cover college costs.
- ✓ \$1.5 billion for the President's High School Initiative to extend No Child Left Behind (NCLB) reforms into high schools through testing and programs for at-risk youth.
- ✓ A 51% overall increase in K-12 education funding since 2001, including over \$13.3 billion for Title I to provide grants to improve education in low- income communities and support NCLB reforms, a 52% increase since 2001.
- ✓ \$11.1 billion for special education grants to States, a 75% increase since 2001.
- ✓ \$500 million for the new Teacher Incentive Fund to reward schools and teachers that close the achievement gap and attract high-quality teachers to high-need schools.



President Bush's Budget and Oklahoma (cont'd)

Assisting those most in need by promoting accessible health care, providing shelter to the homeless, and fighting the global HIV/AIDS pandemic, including:

- ✓ \$126 billion over 10 years in tax incentives and grants to help low-income individuals, families, and others obtain health care.
- ✓ \$2 billion for Health Centers in medically underserved areas, a \$304 million increase over 2005, fulfilling the President's commitment to create or expand 1,200 centers by 2006 and begin meeting his commitment to establish a health center in every high-poverty county.
- ✓ \$1 billion in grants over two years for Cover the Kids, a new campaign to enroll eligible, low-income children in Medicaid and the State Children's Health Insurance Program.
- ✓ Approximately \$18 billion for domestic HIV/AIDS prevention, treatment, care, and research, including over \$2 billion for the Ryan White CARE Act program and its comprehensive approach to address the health needs of persons living with HIV/AIDS.
- ✓ \$3.2 billion, \$382 million more than in 2005, to continue the President's Emergency Plan for AIDS Relief.
- ✓ \$4 billion, an increase of 8.5% over 2005, for Federal housing and social programs for the homeless, including \$1.4 billion for Homeless Assistance Grants.

Providing vital resources to advance scientific research, develop clean and affordable sources of energy, clean up polluted sites in our inner cities, and maintain our commitment to our Nation's parks, including:

- ✓ An unprecedented \$132.3 billion for Federal research and development, a 45% increase since 2001, including a record \$5.6 billion for the National Science Foundation's vital science, education, and basic research programs, an increase of \$132 million over 2005; and \$485 million for the National Institute of Standards and Technology to support core fundamental research and facilities, an increase of \$34 million over 2005.
- ✓ \$210 million for assessment and clean up of about 600 brownfields properties, \$46 million more than in 2005, spurring development in former manufacturing areas in our inner cities.
- ✓ A \$144-million increase to continue upgrading National Park Service facilities.
- ✓ Over \$1 billion to support the development of reliable, affordable, and emissions-free sources of energy, including hydrogen fuel, clean coal, and cutting-edge nuclear technology.

Budget Items of Special Interest to Oklahoma

On top of the dramatic funding increases for key K-12 programs since 2001, the President's Budget provides continued support for No Child Left Behind.

- ✓ Under the President's Budget, Oklahoma would receive more than \$144 million in Title I funding for the No Child Left Behind Act in 2006, a \$4 million increase over 2005 and a 38% increase since the President took office.
- ✓ The 2006 Budget also provides more than \$142 million in special education funding for Oklahoma through the Individuals with Disabilities Education Improvement Act (IDEA), a \$6 million increase over 2005 and a 74% increase since the President took office.

The Budget provides over \$56 million to Oklahoma for the Special Supplemental Nutrition Program for Women, Infants, and Children - more commonly known as WIC - a 6.4% increase over 2005. WIC serves the nutritional needs of low-income pregnant and post-partum women, infants, and children up to their fifth birthday.

The 2006 Budget also includes:

- ✓ \$30 million for Water 2025, a program that proactively addresses potential future water conflicts in areas of the West where such conflicts are likely to occur. The program emphasizes improvements in water efficiency, conservation, and water markets.
- ✓ \$33 million, a \$10 million increase over 2005, for the Natural Resources Conservation Service's (NRCS) Grazing Lands Conservation initiative. The increase will target technical assistance to ranchers to help them fight and control invasive species in western States. The National Invasive Species Council has identified invasive species that severely impact western grazing lands, such as yellow star thistle, leafy spurge, and tamarisk. This increase will enhance NRCS's prevention, management, and restoration activities for priority invasive species.

Taken from <http://www.whitehouse.gov/infocus/budget/2006/states/ok.html>



OKLAHOMA FEDERAL EXECUTIVE BOARD
215 DEAN A. MCGEE, STE 320
OKLAHOMA CITY, OK 73102
(405) 231-4167
www.oklahoma.feb.gov



FEMA-certified “Train the Trainer” course for COOP Program Managers

Through a partnership of FEMA and the Oklahoma FEB, we will be hosting the above training in Oklahoma City. This training is a 2-1/2 day format intended to leverage resources and multiply results. Upon successful completion of the training, the attendee receives FEMA certification.

In return: The employee agrees to attend the 2-1/2 day training, understanding that in return, he/she must provide a one-day interagency training on the topic for agencies served by the Oklahoma FEB prior to September 30, 2005 (if taking the June course) and December 31, 2005 (if taking the August course). *(FEB Staff will assist in coordinating facilities, A/V, distribution of information, etc. The employee will be responsible for the instruction and should possess the necessary skills to speak before a group and successfully instruct the material.)*

Course title:	L548: COOP Managers Training Course (train the trainer format)
Location:	OKC Police Training Academy, 800 N. Portland, Oklahoma City
Date:	<input type="checkbox"/> August 2-4, 2005
Time:	8:00 a.m.–4:30 p.m. on first 2 days and 8:00 a.m.—12:00 noon for last day

We wish to utilize one of the forty “Train the Trainer for COOP Managers” slots available for the following individual:

Name: _____	Agency: _____
Address: _____	_____
Phone/Fax: _____	Email: _____

A signed copy of FEMA Form 75-5 must also accompany this form (available on our website at www.oklahoma.feb.gov/Forms/FEMA75.pdf) Call the FEB Office at (405) 231-4167 to have this form faxed to you if you do not have internet access.

Employee Date

We as the agency will support the time necessary for our employee to attend the 2-1/2 day training and instruct the material for a one-day awareness session coordinated by the FEB within fiscal year 2005-2006.

Agency Leader Date

Please return this registration form to the FEB Office ***no later than July 29, 2005.***

Mail to: Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 320 Oklahoma City, OK 73102	Or fax to: 405-231-4165
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<i>SUN</i>	<i>MON</i>	<i>TUES</i>	<i>WED</i>	<i>THURS</i>	<i>FRI</i>	<i>SAT</i>
	1	2 11:00 Shared Neutrals	3 11:30 InfraGard	4	5	6
		COOP Program Mgr Training				
7	8	9	10 7:30 Mayors Committee	11 11:00 SGMP	12	13
14	15	16 11:00 FECC	17 10:00 AIC 10:00 ITC 3:00 BPC Leadership FEB	18	19	20
21	22	23 Courageous Communications Training	24	25 9:00 FaithBased & Community Initiatives	26 12:00 Naturalization	27
		FEMA Exercise Design Course, hosted by FEB				
28	29	30	31 Univ of Tulsa Job Fair	August 2005		

OKLAHOMA FEDERAL EXECUTIVE BOARD
 215 DEAN A MCGEE STE 320
 OKLAHOMA CITY OK 73102-3422
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