



INTERAGENCY CONNECTION

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

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(405) 231-4167

Chair's Corner



Happy New Year to All!

The Federal Executive Board of Oklahoma continues to support and promote our national issues while responding to the needs of "our" federal community. In Oklahoma, we are

fortunate to have progressive federal leaders who recognize the need and are willing to build cooperative relationships. Our state's 78,681 federal employees continue to make a tremendous contribution to a more effective, efficient government. Providing our employees with effective training in the skills of leadership and recognizing their contributions to the workplace only perpetuates success.

The New Year brings a host of traditional FEB activities that can assist you in preparing those employees best suited for the responsibility of leading others. This month, federal leaders will have the opportunity to participate in an interagency tabletop exercise dealing with issues associated with Pandemic Influenza.

In addition, you will be provided information regarding:

- employee placement on any one of the FEB Councils and Committees
- nomination of your "high performing" employees for recognition during the annual awards luncheon
- GSA's review of the use of privately owned vehicles and the new rate of mileage reimbursement
- an opportunity to participate in upcoming, training programs such as "How to Build Resilient Organizations" or "Performance Based Training for the Administrative Professional".

In closing, I want to thank, once again, those who responded to the call and submitted nominations for "Leadership Spotlight", in support of OPM's "Healthier Feds" initiative. It's always great to showcase Oklahoma's stories of success.

Have a productive, prosperous and healthy 2007!


Mike Roach, Chairman

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Understanding the Generational Divide

Never before in the workplace have we had so many generations working together. In some organizations, we have Veterans, Baby Boomers, Xers, and Millennials (also called Gen-Y). It is often a major challenge to connect with others from different generations as we strive to recruit, retain, motivate, and manage a changing workforce. So why do generations matter? Different generations matter because of unique perspectives, increased self-awareness, leadership and management styles, motivation and values. Different generations matter because when we are not fully utilizing the skills, talents, and abilities of everyone, the organization suffers and ultimately the bottom line is impacted.

Some attributes associated with Veterans are loyal, patriotic, disciplined, conservative, and stable. Often persons from this era had one job and were committed to being the best employee they could be. They didn't question authority, if the boss said it that was good enough. They often had an autocratic leadership style which worked in that era, but in the changing workforce today this creates major chaos. Some of the Veterans core values are strong family relationships, delayed rewards, adherence to rules, and honor. This generation appreciates good manners and phrases like, "please" and "thank you." They also let you know their age and experiences are an asset to the organization.

Some attributes associated with Baby Boomers are optimistic, achievement/goal-oriented, and self-importance. Often individuals from this era are viewed as thinking of themselves as the star of the show while pursuing personal gratification. This generation is very savvy at building relationships and working on teams. They often lead by consensus. Baby Boomers core values are personal growth, health and wellness, involvement in the workplace, service-oriented, and willingness to go the extra mile. This generation appreciates their ability to be change agents, expects rewards for their work ethic and long hours, and seeks public recognition.

Attributes associated with Xers are skepticism,

survival, resourcefulness, independence and technology savvy. Often persons from this era ask why, need ongoing feedback while determined to achieve work life balance. This generation is very creative and able to find innovative ways of handling complex issues. They hire into an organization, but are often viewed as being loyal to their direct manager. Xers core values are informality, self-reliance, fun in the workplace, freedom of expression, and diversity. Xers are highly adaptable, not intimidated by authority, and great at multi-tasking. This generation wants those who lead them to be competent and have integrity. They thrive on hands off supervision and are turned off by office politics.

Common attributes of Millennials/Gen-Y are realistic, open-minded, present with a tempered hopefulness about the future, and technology savvy. Employees from this era are viewed as having limited social skills, desire career advancement instantly, and need straight forward communication. This generation's skill of technology is phenomenal and when channeled in the right direction can help the organization solve problems that existed for months. Millennials/Gen-Y core values are confidence, civic duty, street smarts, and achievement. They have a heroic attitude, multi-tasking capabilities, tenacity, and a spirit of collective action. This generation looks for organizations that offer diversity, flexible work schedules, and pay based on performance rather than seniority. They believe that good leadership is having the ability to synergize people to pull together.

This article provides a snapshot of four distinct generations and their attributes. It reveals that one thing is certain; in order for management to fully engage and galvanize all staff, it is imperative to spend time getting to know more about each generation that is a part of your team. By doing this, you can leverage the talents and skills of everyone and work towards creating a high performing workforce. Make 2007 a year where diversity of generations is celebrated and not just tolerated.

Nancy J. Lewis, MS, PHR, RCC
Progressive Techniques, Inc. (404) 559-7614



Spotlighting Information in Public Service

Did You Know...

Sequoyah National Wildlife Refuge

Sequoyah National Wildlife Refuge is home to wildlife as threatened as the bald eagle and as elusive as the bobcat. Fertile bottomlands at the confluence of the Arkansas and Canadian Rivers make this east central Oklahoma refuge a terrific wildlife viewing destination.

Just three miles south of I-40 and the Vian, Oklahoma exit, the Refuge has 20,800 acres and was established in 1970 with the completion of the Robert S. Kerr Reservoir. The refuge provides wetland and wooded habitat for resident and migratory wildlife, including waterfowl in the Central Flyway.

Bald eagles that had once all but vanished here now nest on the refuge. In winter, you might see as many as 60 roosting in cottonwoods or swooping over the waters in search of fish or waterfowl.

Mallards by the thousands choose Sequoyah NWR as their seasonal home along the Central Flyway. They're joined by gadwall, pintail, teal, wigeon, shoveler, and wood ducks, along with the largest flocks of snow geese in Oklahoma. Snow geese populations reach about 20,000 in late November and early December.

For latest wildlife sightings, news and a refuge overview, drop by the headquarters, open from 7:30 am to 4:00 pm, Monday through Friday.

The refuge provides five boat ramps and is open to boating all year long. The refuge offers excellent fishing opportunities for catfish, crappie, white bass, striped bass, black bass, and sunfish. Anglers can fish year-round, following state regulations. The refuge permits waterfowl and upland game hunting in designated areas. Contact refuge headquarters in the fall before each hunting season for current hunting regulations and maps.

USDA Wildlife Services

As increased urbanization leads to a reduction in wildlife habitat and as wildlife populations continue to expand, conflicts between people and wildlife are all too frequent. Wildlife can destroy crops; kill livestock, damage property and natural resources, and pose serious risks to public health and safety.

Wildlife Services (WS), a program within the U.S. Department of Agriculture's Animal and Plant Health Inspection Service, provides Federal leadership and expertise to resolve these conflicts and create a balance that allows people and wildlife to coexist peacefully. With incidents of wildlife damage on the rise, WS' knowledge and skills are constantly in demand.

In the last decade, WS' mission has expanded beyond agricultural damage management to include minimizing wildlife threats to public health and safety, resolving wildlife conflicts in urban areas, protecting private and industrial property, protecting threatened and endangered species, and preserving natural resources. In the 21st Century, WS stands ready to respond to new biosecurity challenges that could impact wildlife populations threatening both public health and our Nation's vital livestock industry.

WS' success in the field is only possible, however, through research and the development of new tools and techniques to manage wildlife damage. WS' National Wildlife Research Center (NWRC) is known internationally as a leader in wildlife damage management research. Together, WS specialists in the field and NWRC researchers in the laboratory ensure that WS will continue to resolve wildlife conflicts effectively and humanely, using state-of-the-art science and technology.

Well-trained and dedicated employees are the only sustainable source of competitive strength.

—Robert Reich



Building Character: Strengthening the Heart of Good Leadership

How are leaders in your organization performing when it comes to leadership character? If you've been wondering where all the good leaders have gone, you're not alone. Seventy percent of people in the United States believe there is a leadership crisis in our country, according to a [new study by the Center for Public Leadership at Harvard's John F. Kennedy School of Government and U.S. News & World Report](#). Public confidence in leadership in the education, religion and business sectors is low and declining. Only 38 percent of Americans believe that most leaders today have high ethical standards. "When people have profound disappointment in or mistrust of their leaders, they are making a statement about leadership character," says CCL's Gene Klann.

"A leader's behavior reflects what they stand for and what their core nature is," explains Klann, author of [Building Character: Strengthening the Heart of Good Leadership](#). "Leadership character is revealed by behaviors that are considered positive and constructive. As a result, the leader earns respect and trust and creates stronger emotional connections between himself and his employees and co-workers."

And, although leadership on the national level is taking a hit, individual leaders can make a significant difference in their organizations by demonstrating and developing leadership character. "Contrary to popular thinking, leadership character can be developed by adults at any age," says Klann.

To develop leadership character, leaders should focus on their behavior, make small adjustments over time and commit to consistency.

Focus on Behavior: Leadership character shouldn't be an abstract or vague concept. "Leadership character is about tangible behavior," Klann explains. It is what leaders say and do - regardless of what inner qualities they may possess or thoughts they may cherish - that determines their reputation and good name. By focusing on behaviors, then, leaders can build and strengthen their character. They can learn how to speak and act in ways that reflect positive character qualities such as courage, caring, self-control, optimism and effective communication. "None of these attributes is innate, and all five of them lie at the heart of effective leadership," says Klann.

Adjust, Don't Overhaul: Of course, changing behaviors isn't always easy. "A behavior that a person has practiced for several decades will not change overnight," Klann explains. "However, most people can see when there is an advantage to

changing certain behaviors and can take action. Typically, adults change their behavior to gain something positive or to avoid something negative." The key is to go about change in terms of adjusting behavior, rather than expecting wholesale, instant change.

Be Consistent: "A leader's reputation is based on his or her behavior over time," says Klann. When a leader's pattern of behavior consistently reflects strong character, the result is greater respect and trust and stronger emotional connections between such leaders and their employees.

The Five E's Of Character Development How can leaders establish an effective process of character development for themselves and for their subordinates? CCL's Gene Klann says to follow the "Five E's."

Example: Leadership by example leverages the natural human tendency to emulate the behavior of individuals held in high esteem. A leader's behavior sets the standard for the entire organization.

Education: Leaders and organizations should find ways to discuss the importance of character, the potential pressures on and challenges to character, and the short- and long-term implications of a lapse of character. Education might include discussions of case studies and scenarios that involve difficult moral or ethical choices.

Environment: The organization's culture is shaped and developed over time by the actions and values of people in the organization. Senior leaders can establish an environment that is open to character development by creating a clear, detailed, practical set of organizational values and by ensuring that everyone in the organization lives those values.

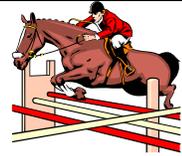
Experience: Senior leaders should ensure that high-potential employees are given "stretch" jobs and assignments requiring them to make difficult choices, which can help them better understand and develop character. These experiences also provide good indications of the character strengths and weaknesses of those who might become the future leaders of the organization.

Evaluation: Clear expectations regarding patterns of behavior need to be established and communicated.

Leaders can then use feedback sessions and performance evaluations to gauge their progress, reviewing specific instances when their character was challenged and either stood fast or cracked. *This article is adapted from [Building Character: Strengthening the Heart of Good Leadership](#) by Gene Klann (Jossey-Bass, 2006).*
www.ccl.org/leadership/enewsletter/2006/DECcharacter.aspx



One-Day Pre-Retirement Training Seminar



CSRS session topics: <ul style="list-style-type: none"> ➤ Overview of CSRS ➤ Survivor Benefit ➤ Thrift Savings Plan ➤ Voluntary Contribution Program ➤ Federal Employee Health & Life Insurance Programs ➤ Social Security ➤ Flexible Spending Accounts 	FERS session topics: <ul style="list-style-type: none"> ➤ Overview of FERS ➤ Survivor Benefit ➤ Thrift Savings Plan ➤ Voluntary Contribution Program ➤ Federal Employee Health & Life Insurance Programs ➤ Social Security ➤ Flexible Spending Accounts
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TIME: 8:30 a.m. - 4:00 p.m. (each day) Registration will begin at 8:00am
LOCATION: Metro Tech, 1900 Springlake Drive, Oklahoma City (Alpine/Calypso Rooms)
COST: [] \$85.00 per person if registered by close of business 2/22/2007
 [] \$95.00 per person if registered after close of business 2/22/2007
 [] \$45.00 for spouses (if materials are shared)

[] I am registering for the CSRS Only session on Wednesday, March 14, 2007.

[] I am registering for the FERS Only session on Thursday, March 15, 2007.

Seating is limited to 80 per session. Once a session is filled, future registrants will be notified and provided the opportunity to be placed on a waiting list for the next Pre-Retirement session.

NAME(S): _____
List name of employee and spouse on same form to receive the discounted price for spouse

AGENCY: _____

ADDRESS: _____

PHONE: () _____ FAX: () _____

Agency/Registrant may pay by [] cash, [] check, [] credit card or [] government voucher.

Mail this registration form to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Suite 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 February 23, 2007. 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!



Systems to monitor flu pandemic not ready

By Aliya Sternstein, National Journal's Technology Daily

Computerized monitoring of healthcare data is crucial in preparing for an influenza pandemic, but the tools are not in place yet, according to medical experts.

On Monday, the White House released a status report on implementation of the nation's strategy for a pandemic. The action plan, issued six months ago, directs federal agencies to complete goals for preventing, monitoring and responding to a global flu outbreak.

Ninety-two percent of all actions due within six months have been completed, according to the update, but doctors said biosurveillance work is still under way.

For starters, healthcare providers and public health authorities need to adhere to a common set of surveillance standards. This fall, a Health and Human Services Department-funded panel made headway by developing standards for the secure collection of biosurveillance data.

"We did harmonize all the various disparate data systems that exist in the country," said John Halamka, chairman of the health information technology standards panel that delivered the specifications to the HHS secretary. The panel is helping to shape the national health information network by addressing issues of privacy and security.

Halamka, also the chief information officer at Beth Israel Deaconess Medical Center in Boston, said several hospital systems across the country, including his, share patient data -- stripped of personal identifiers -- with the Centers for Disease Control and Prevention. The information contains only age, gender and chief complaint of the patient.

In addition, Beth Israel Deaconess participates in a city-wide, real-time system that monitors spikes in illnesses across all Boston emergency rooms.

But Halamka acknowledged that not every hospital is live with biosurveillance capability. "Boston happens to be a pretty wired place. ... It's going to take a couple years for vendors to bake that into their software," he said.

Other medical providers are less optimistic that pandemic biosurveillance will ever blanket the country, let alone the world.

Unless health information is portable, cheap, easy and safe to move, surveillance is nearly impossible, said David Kibbe, former director of and now senior adviser to the health IT center at the American Academy of Family Physicians.

The center has "not spent any sort of directed time thinking about how these standards and these collaborations with the government, health plans, would directly relate to pandemic or biosurveillance activities," he said.

The inactivity is partly due to a lack of urgency. "We haven't had a pandemic yet," Kibbe said. "It seems like a second-order or third-level problem from where I sit."

The other hindrance is money. "The basic problem is that there is almost no business case for interoperability in healthcare -- and certainly no business case for biosurveillance," he said. "It's not the technology; it's the political, business part of this that makes biosurveillance so difficult to achieve."



LEADERSHIP SKILLS FOR DEVELOPING WORKFORCE RESILIENCY



How to Increase Resiliency in Yourself, Your Work Teams, & Your Agency

Workforce resiliency in the public sector is more essential than ever. The pressure is on to get more work done, of higher quality, in less time, with fewer people, and a reduced budget, while managing non-stop change. In this highly rated session, Dr. Al Siebert draws on decades of consulting, thirty years experience teaching management psychology, and his knowledge of highly resilient survivors to show how to sustain personal resiliency and develop a resilient workforce.

Date: Tuesday, March 27, 2007	Location: OKC Public Works Training Room 3738 SW 15 th Street
Time: 7:30 a.m. Registration	8:00 a.m. - 4:30 p.m. Training

Executives and Managers will learn:

- How to be resilient and bring stability to uncertainty. Basics of a personal plan for avoiding resiliency fatigue and holding up under pressure. Guidelines for holding meetings during emotional times.
- Why some people are more resilient than others. How to develop resilient employees and develop workforce resiliency. Benefits of managing people using a flexible management style.
- Why managers must manage transitions and change using emotional competence.
- Effective ways to handle cliques and informal leaders.
- Why the best way to manage change is to manage learning. How to increase work team resiliency by managing with questions.
- How people and groups learn to be excellent. How to create attitudes of professionalism.
- How to avoid “groupthink” in teams. Why a successful positive attitude includes negative thinking. Techniques for handling workplace negativity in positive ways.
- How resiliency is related to long-life and good health.
- How to bounce back from unexpected difficulties. How to gain strength from distressing experiences and convert misfortune into good luck.

Each registrant will receive a copy of Dr. Seibert’s book, The Resiliency Advantage: Master Change, Thrive Under Pressure, and Bounce Back from Setbacks.

REGISTRATION

Name:	Agency:
Phone:	Address:
Fax:	Email:

Cost: \$145.00 per person

Method of payment: [] Cash [] Government Voucher [] Credit Card [] Pay at the door

Mail registration to:	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 March 16, 2007. 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!



Determined Accord Pandemic Tabletop Exercise



FEMA

Date:	January 11, 2007 (no cost)
Time:	9:00 a.m. – 4:00 p.m.
Location:	OKC Municipal Maintenance Facility, Training Bldg 3738 SW 15 th Street, Oklahoma City
Objectives	This exercise is designed to increase participant understanding and requirements for Continuity of Operations (COOP) planning and readiness for a pandemic event. We apologize, but the content limits participation to 20 Agencies (3 people from each agency: 1 senior manager, 1 COOP Manager, and 1 other), for a total of 60 participants. Because there are several more agencies that need to attend this type of exercise, we have included a short train-the-trainer module for those COOP Managers who attend, and ask that each of the 20 COOP Managers agree to provide at least one additional tabletop exercise for other agencies. Exercise Determined Accord Train-the-Trainer Course To mitigate vulnerabilities during a pandemic influenza outbreak, participants should be able to identify gaps or weaknesses in pandemic planning in organization COOP plans, policies, and procedures.

Directions: Take I-44 and exit SW 15th Street, travel west, just past the stop light at Portland Ave. The Municipal Maintenance Facility is located on the south side of the street, pull into the drive and continue through Gate D. The Training Center building is directly in front of you, parking is available on either side.

Registration Form (up to 3 individuals from the same agency can attend, if pre-registered)

Name:	Agency:
Title:	Email:
Phone:	Fax:

Name:	Agency:
Title:	Email:
Phone:	Fax:

Name:	Agency:
Title:	Email:
Phone:	Fax:

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



Help Prevent Colds and Flu "Naturally"

1. Wash Your Hands

Most cold and flu viruses are spread by direct contact. Assume someone who has the flu sneezes onto their hand, and then touches the telephone, the keyboard, a kitchen glass. The germs can live for hours -- in some cases weeks -- only to be picked up by the next person who touches the same object. So wash your hands often. If no sink is available, rub your hands together very hard for a minute or so. That also helps break up most of the cold germs.

2. Don't Cover Your Sneezes and Coughs With Your Hands



Because germs and viruses cling to your bare hands, muffling coughs and sneezes with your hands results in passing along your germs to others. When you feel a sneeze or cough coming, use a tissue, then throw it away immediately. If you don't have a tissue, turn your head away from people near you and cough into the air.

3. Don't Touch Your Face

Cold and flu viruses enter your body through the eyes, nose, or mouth. Touching their faces is the major way children catch colds, and a key way they pass colds on to their parents.

4. Drink Plenty of Fluids

Water flushes your system, washing out the poisons as it rehydrates you. A typical, healthy adult needs eight 8-ounce glasses of fluids each day. How can you tell if you're getting enough liquid? If the color of your urine runs close to clear, you're getting enough. If it's deep yellow, you need more fluids.

5. Take a Sauna

Researchers aren't clear about the exact role saunas play in prevention, but one German study found that people who steamed twice a week got half as many colds as those who didn't. One theory: When you take a sauna you inhale air hotter than 80 degrees, a temperature too hot for cold and flu viruses to survive.

6. Get Fresh Air

A regular dose of fresh air is important, especially in cold weather when central heating dries you out and makes your body more vulnerable to cold and flu viruses. Also, during cold weather more people stay indoors, which means more germs are circulating in crowded, dry rooms.

7. Do Aerobic Exercise Regularly

Aerobic exercise speeds up the heart to pump larger quantities of blood; makes you breathe faster to help transfer oxygen from your lungs to your blood; and makes you sweat once your body heats up. These exercises help increase the body's natural virus-killing cells.

8. Eat Foods Containing Phytochemicals



"Phyto" means plants, and the natural chemicals in plants give the vitamins in food a supercharged boost. So in addition to supplements, eat dark green, red, and yellow vegetables and fruits.

9. Eat Yogurt

Some studies have shown that eating a daily cup of low-fat yogurt can reduce your susceptibility to colds by 25 percent. Researchers think the beneficial bacteria in yogurt may stimulate production of immune system substances that fight disease.

10. Don't Smoke

Statistics show that heavy smokers get more severe colds and more frequent ones. Even being around smoke profoundly zaps the immune system. Smoke dries out your nasal passages and paralyzes cilia. These are the delicate hairs that line the mucous membranes in your nose and lungs, and with their wavy movements, sweep cold and flu viruses out of the nasal passages. Experts contend that *one* cigarette can paralyze cilia for as long as 30 to 40 minutes.

11. Cut Alcohol Consumption

Heavy alcohol use destroys the liver, the body's primary filtering system, which means that germs of all kinds won't leave your body as fast. The result is, heavier drinkers are more prone to initial infections as well as secondary complications. Alcohol also dehydrates the body -- it actually takes more fluids from your system than it puts in.

12. Relaxation

There's actually some evidence that when you put your relaxation skills into action, your interleukins -- leaders in the immune system response against cold and flu viruses -- increase in the bloodstream. Relaxation is a learnable skill; train yourself to picture an image you find pleasant or calming and do this 30 minutes a day for several months. An interesting observation is that people who visualize nothing, and are simply bored, show no change in blood chemicals.



OPM clarifies policies affecting teleworkers' pay

DAILY BRIEFING

January 4, 2007

By Daniel Pulliam

The Office of Personnel Management recently published additional information intended to help federal agencies sort out what qualifies as the official work site for employees who spend most of their time away from the office. The designation can make a difference in pay.

Advocates of telework praised OPM's attempt to clarify its policies, but said the policies themselves may need to change.

Certain location-based pay entitlements, such as locality pay, are tied to official work sites. OPM therefore has required employees, including teleworkers, to report to their official duty stations at least once a week.

This has been required since locality pay was introduced in 1994, but the number of allowable exceptions is growing. The personnel agency's mid-December [document](#) provides new examples of exceptions.

Nancy Kichak, associate director for strategic human resources policy at OPM, said the need for the document became evident when an agency reported that it lacked sufficient guidance to determine how to pay one of its employees. She said the policy clarifications will be helpful for employees who telework from places that are in a different locality pay area than their agency's offices.

"Telework is something that is becoming more and more important," Kichak said. "There just needs to be some rule so that there is a uniform application of the policy."

One of the exceptions to the once-a-week rule provided as an example is for emergency situations, such as severe weather or pandemic health crises. Another is for teleworking employees who are away from the area on extended official travel. In addition, teleworkers whose work location varies on a daily basis do not have to report to their official worksite each week, so long as they are working within the same geographic area.

Previously published examples of exceptions to the once - a-week rule applied to employees recovering from an injury or medical condition, and those helping with a family member's recovery.

William Mularie, chief executive officer of the Telework Consortium of Herndon, Va., said the new OPM document helps clarify the locality pay policy for teleworkers who live in remote locations but earn higher salaries because their official work sites are based in areas with higher locality pay.

But the requirement that teleworkers who don't fall under the exceptions "return to home base" one day a week remains an issue, Mularie said.

"Perhaps they could give them ankle bracelets rather than making them return at their own expense," he said.

The Patent and Trademark Office, which has one of the most extensive [teleworking programs](#) in the government, requires participants to report to the agency's offices for at least one hour each week. This allows their official duty station to remain at the agency's Alexandria, Va., headquarters.

Under current rules, if PTO changed the teleworking employees' official work sites to their homes, it would be required under travel regulations to compensate them for time and travel expenses when they visit the main office for official events such as meetings or training.

Robert Budens, president of the Patent Office Professional Association, said the once-a-week requirement is "definitely a thorn in everybody's side." He has expressed [concerns](#) over the telework program, but said Wednesday PTO employees are finding it fairly successful.

"People are getting comfortable with the program," Budens said. "There are definitely groups of people that want nothing to do with hoteling and don't want to have work at home. And there is a group of people who will do anything for it and love it."

Budens said the agency has tried to get around the once-a-week requirement, but that would likely require a change in the regulations.

PTO officials [have said](#) that they were working with OPM to eliminate the requirement, but OPM officials said they have not received an official request seeking a change or an exception to policy. PTO officials would not comment for this article.



SUN	MON	TUES	WED	THUR	FRI	SAT
	1 New Years Day	2	3 Agency Visits- Tulsa/Pahuska	4	5	6
7	8	9 Agency Visits-Enid	10 Agency Visit- Stillwater	11 7:30 Mayors Committee FEB Tabletop Exercise	12	13
14	15 Martin Luther King Jr's Birthday	16 Agency Visits-OKC	17 Agency Visits-Altus	18 2:30 AIC	19	20
21	22	23	24	25	26 Naturalization	27
28	29	30	31	January 2007		

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