



INTERAGENCY CONNECTION

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

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

(405) 231-4167

Chair's Corner



This newsletter will go to print before my attendance of the National FEB conference, so I have nothing to offer in this newsletter from the

conference; however, watch for the September edition and I will outline anything changes or initiatives from the conference that would impact our FEB.

We've received a draft agenda of the FEB Conference and know that topics such as Program Measures and Performance, Performance Assessment Tools, and Funding Model will be discussed. The Office of Personnel Management (OPM) will outline their strategic goals for the FEBs and I know there will be a ceremonial signing of an MOU with FEBs, FEMA and OPM. One particular panel discussion of interest is entitled, "Effective Leadership During Presidential Transition". While many of us have been through this before, I always seek advice and guidance on such topics that might provide new insights and provide assistance to ensure success for such occasions.

August FEB activity/event reminder:

Pre-retirement sessions are scheduled for August 5th & 6th; the Tuesday session is for employees covered by the Civil Service Retirement System (CSRS) and Wednesday is for those covered by the Federal Employees Retirement System (FERS).

The Leadership FEB program participants will

have two forums this month:

- Aug 13th will showcase two agencies within the Department of Homeland Security: US Customs and Border Protection, National Air Training Center, and the US Secret Service.
- August 21st will showcase two agencies within the Department of Justice: Federal Bureau of Investigation and the Drug Enforcement Administration.

We also have a supervisory training day scheduled for August 20th, tailored for new supervisors or those supervising for less than three years. The instructor for this session will speak specifically on how to make the leap from worker to supervisor and earn the respect and confidence of those you lead, boost worker productivity, enthusiasm and commitment.

Registration forms for all these activities are contained in this newsletter for your convenience.

I also want to remind the FEB members of our Executive Forum scheduled for September 8th. Please plan to attend or send a representative!

Kevin McNeely, Chairman

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Understanding CSRS Offset

Taken from Federal Times "Retirement" column, dated June 23, 2008

The percentage of Civil Service Retirement System-covered employees in the federal work force is well below half. The number of employees covered by CSRS Offset is smaller still. As a minority within a minority group, those employees are least likely to get the information they need about retirement. This column is addressed to them.

The first employees to fall into this category were first hired on or after Jan. 1, 1984. Next were former CSRS employees rehired after Dec. 31, 1983, who had a break in service or more than one year. Employees hired after Jan. 1, 1987, were automatically covered by the Federal Employees Retirement System. So were rehired employees with fewer than five years of CSRS service. However, rehires with five or more years of CSRS service have the option of being covered by FERS or CSRS Offset.

As a CSRS Offset employee covered by CSRS and Social Security, you are eligible for retirement benefits under both systems. However, those benefits are coordinated so that you will receive the same amount of money for your federal service as you would if you had been covered exclusively by CSRS.

If you retire before age 62, you will receive a CSRS annuity. Then if you become eligible for a Social Security benefit at 62, the Office of Personnel Management will offset your CSRS benefit by an amount equivalent to the Social Security benefit you earned as a CSRS Offset employee.

If you retire at or after age 62, the offset is calculated when you retire. The offset will be made even if you don't apply for Social Security.

To determine the offset, OPM asks the Social Security Administration how much Social Security benefit you earned as a CSRS Offset employee. SSA then provides two benefit computations—one for all your Social

Security-covered earnings, the other without earnings from CSRS Offset service.

OPM uses that information to figure out how much it should reduce your gross CSRS annuity. By law, it must be the lesser of:

- The difference between your Social Security monthly benefit amount with and without CSRS Offset service.
- The total obtained by multiplying your Social Security monthly benefit amount, with federal earnings, by your years of CSRS service, rounded to the nearest whole number; and then dividing that product by 40.

For example, assuming you had three years and eight months of CSRS Offset service and were entitled to Social Security benefits of \$600 a month, but only \$550 with the CSRS Offset service removed.

In the first calculation, the monthly reduction in your CSRS annuity would be \$50.

In the second calculation, that \$600 would be multiplied by your years of service rounded up to the nearest whole number, in this case 4. That would amount to \$2,400. The \$2,400 would be divided by 40, showing a monthly reduction in your CSRS annuity of \$60.

Because the offset must be the lesser of the two computations, the reduction in your gross CSRS annuity would be \$50. Future cost of living adjustments would be applied to both your remaining CSRS annuity and Social Security benefit.

Alert: To receive a Social Security benefit, you must apply for it. If you don't apply, your CSRS annuity will still be offset. Moreover, when you do apply for a Social Security benefit, it won't be retroactive.

Reg Jones was head of retirement and insurance programs at the Office of Personnel Management.



Spotlighting Information in Public Service

Did You Know...



The Corporation for National and Community Service provides opportunities for Americans of all ages and backgrounds to serve their communities and country primarily through its Senior Corps, AmeriCorps, and Learn and Serve America programs. Participants in the Corporation's programs contribute approximately 200 million service hours to communities each year.

The Corporation is the nation's largest grantmaker supporting service and volunteering. Through their programs, they provide opportunities for Americans of all ages and backgrounds to express their patriotism while addressing critical community needs.

Service Through Corporation Programs Strengthens Communities

The desire to serve extends across generations and in every part of our country. Since the Corporation's inception:

- More than 1 billion volunteer service hours have been generated by Senior Corps volunteers;
- More than 400,000 individuals have served through AmeriCorps
- And, more than 1 million high school students participate annually in service-learning initiatives funded by Learn and Serve America

The members and volunteers who serve in Corporation programs provide vital assistance to institutions and organizations that serve the public, including:

- National and local nonprofits
- Schools
- Faith-based and other community organizations
- Public agencies education.

Other Key Programs and Initiatives

Martin Luther King, Jr. Day of Service: An annual effort to promote community service activities to honor the legacy of the slain civil rights leader.

Presidential Freedom Scholarships: A program to honor high school juniors and seniors who demonstrate an extraordinary commitment to service with money to pay for their college education.

Challenge Grants, Next Generation Grants, and Disability Grants: A series of special grant initiatives designed to leverage public-private partnerships, support new and innovative programs, and encourage service by all Americans.

Faith-Based and Community Initiative: An agency and administrative-wide initiative to break down barriers for faith-based and small community organizations to become involved in national service programs.

National Conference on Volunteering and Service: The premier annual gathering of leaders of the volunteering and national service world, hosted by the Corporation for National and Community Service and the Points of Light Foundation.

For additional information about the Corporation for National and Community Service, visit www.nationalservice.gov.



Shared Neutrals “Breakfast-n-Learn”

A continuing education session is scheduled for the FEB Shared Neutrals mediators.

Date:	September 17, 2008
Time:	8:00 a.m.-9:30 a.m.
Location:	Pioneer Pies, 2201 SW 74th St. <i>(Just west of Pennsylvania, exit on N Frontage Rd)</i>
Cost:	Your own breakfast, ordered off the menu
Topic:	When the plot twists: how to co-mediate in real time
Presenter:	Gail Puckett

In co-mediation, have you ever wondered:

- when to jump in?
- when to stay quiet?
- what to do if you disagree with your co-mediator?
- how to coordinate your plans in real time during the mediation?
- how to use your both your strengths to the advantage of the parties?
- how to have a smooth, professional relationship when you just met each other 2 minutes ago?

Gail Puckett will present ideas for consideration on all of the above PLUS more. Let’s leverage everyone’s experiences; plan on attending and bring your success stories, experiences and questions!

Presenter: Gail M. Puckett graduated Summa Cum Laude, and Phi Beta Kappa from the University of Oklahoma, subsequently earning a Juris Doctorate from the O.U. College of Law. Ms. Puckett is the Acting EEO Training Program Manager for the Federal Aviation Administration and has served as the Alternative Dispute Resolution (ADR) Program Manager for the Mike Monroney Aeronautical Center. She also maintains a private ADR practice that provides mediation, facilitation, arbitration, system design, and course instruction.

Pretax Salary Reductions for Allotments

The U.S. Office of Personnel Management published the “Final Rule” in the Federal Register on February 7, 2008 regarding allotments from Federal Employees that could reduce their taxable income.

SUMMARY: The U.S. Office of Personnel Management (OPM) is issuing final regulations dealing with the use of OPM’s allotment authority to allow for pretax salary reductions as part of OPM’s flexible benefits plan.

Using an allotment from an employee’s pay to the employing agency allows certain payments (e.g., employee health insurance premiums, contributions to a flexible spending arrangement, and contributions to a health savings account) to be paid with pretax dollars, as provided under section 125 of the Internal Revenue Code. In addition, these regulations finalize certain policy clarifications and changes to make the regulations more readable.

Effective Date: The final regulations are effective on March 10, 2008.

IRS makes mid-year adjustment to mileage reimbursement rate

by Brittany Ballenstedt

The rate agencies use to reimburse federal employees who use their own cars for work could go up by 8 cents, if the government continues its pattern of using the Internal Revenue Service figures.

The IRS announced on Tuesday that beginning July 1, the standard rate used to calculate the deductible costs of operating an automobile for business purposes will be increased to 58.5 cents per mile, the highest rate ever. The current rate, set in the fall of 2007, is 50.5 cents per mile.

The new rate will be in effect until Dec. 31. The IRS normally updates mileage rates once in the fall for the next calendar year.

Full story:
www.govexec.com/story_page.cfm?articleid=40308&dcn=egvet

GSA will need to complete their survey and determine if the rate will be changed for government reimbursement. Watch this newsletter for further developments.



UPCOMING EVENTS August 2008

Aug 1, 2008	Last Day-National FEB Conference Washington, DC POC: LeAnn Jenkins, 405-231-4167
Aug 5, 2008 All Day	Pre-Retirement Seminar (CSRS) USPS NCED, Norman POC: FEB Office, 405-231-4167
Aug 6, 2008 All Day	Pre-Retirement Seminar (FERS) USPS NCED, Norman POC: FEB Office, 405-231-4167
Aug 6, 2008 7:30 a.m.	Mayors Committee on Disability Concerns POC: Diana Hubbard, 405-297-4544
Aug 7, 2008 10:00 a.m.	Executive Policy Council USPS, 4025 W. Reno, OKC POC: FEB Office, 405-231-4167
Aug 12, 2008 2:00 p.m.	Emergency Prep/COOP Council IHS-OKC POC: LeAnn Jenkins, 405-231-4167
Aug 13, 2008 All Day	Leadership FEB Forum Dept of Homeland Security POC: FEB Office, 405-231-4167
Aug 14, 2008 2:30 p.m.	American Indian Council Allegiance Credit Union 4325 N. Meridian, OKC POC: Katy Lantagne, 405-522-5409
Aug 20, 2008 10:00 a.m.	Interagency Training Council Rose State College POC: Ellen Parrott, 405-419-4291
Aug 20, 2008 All Day	Tools for Successful Supervisors USPS-NCED, Norman POC: FEB Office, 405-231-4167
Aug 21, 2008 All Day	Leadership FEB Forum Law Enforcement POC: FEB Office, 405-231-4167
Aug 21, 2008 3:00 p.m.	Federal Employees Care Council Allegiance Credit Union 4325 N. Meridian, OKC POC: Tom Burton, 405-954-0625
Aug 29, 2008 12:00 noon	Naturalization Ceremony 200 N.W. 4 th St, OKC POC: FEB Office, 405-231-4167

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:

- Jim Akagi, US Drug Enforcement Administration
- Larry Flener, Representative for the District Director, US Postal Service
- Patti Ford, Director of Staff, Tinker AFB
- Col. Jennifer Graham, 71st MSG, Vance AFB
- Sam Jarvis, Director, VA Regional Office, Muskogee
- Scott Morgan, Director, US Postal Service National Center for Employee Development, Norman
- LCDR David Nikodym, Commander, Military Entrance Processing Station
- Dottie Overal, Director, Small Business Administration
- Lindy Ritz, Director, FAA Mike Monroney Aeronautical Center
- David Wood, Director, VA Medical Center

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@gsa.gov no later than the 15th of each month.

Officers:

Chair:

Kevin McNeely

OKC Field Office Director
US Department of Housing and
Urban Development

Vice-Chair:

Barry Dodson, Director
USDA Risk Management Agency

Ex Officio:

Mike Roach, U.S. Marshal
US Marshals Service
Western District of Oklahoma

Staff:

Director:

LeAnn Jenkins

Assistant:

Julie Murray

All decision-makers are not successful. But all successful people are decision-makers.

—Bob E. Couch



"Building Effective Government and Business Relations with American Indian Tribes™"

This professional development workshop, scheduled for September 9-10, 2008, is presented in Cooperation with:

- Langston University
- Oklahoma Federal Executive Board
- Southwestern Oklahoma State University

Presented and Instructed by:

- Larry Keown, President/Instructor, LDK Associates, LLC
- Velma Pretty On Top, Senior Associate /Instructor, LDK Associates, LLC
- Tribal Representatives

Join your instructors in a dynamic interactive workshop that will provide you the knowledge and principles of communicating in a diverse environment, trust and relationship building and effectively working with American Indian Tribes.

Space is limited to 50 participants per workshop to allow for maximum participant interaction and discussion. We encourage you to register early to reserve your space.

Workshop Objectives

“The objective of this seminar/workshop is to provide Federal, state, and local government officials and business leaders the knowledge necessary to develop and conduct effective working relationships with American Indian Tribes and organizations (associations, coalitions, etc.).

Participants will acquire critical knowledge through interactive lecture, group

discussion, and video interviews of tribal representatives. Upon completion of the seminar/workshop, participants will leave with a deeper understanding of American Indian history and knowledge of how to develop and conduct an effective working relationship with American Indian tribes.”

The Federal Executive Board has negotiated a reduced rate for our members and their employees of \$295.00 per person.

REGISTRATION

Credit Card Payment: Visa Master Card

Amount Authorized: \$ _____

Credit Card Number: _____

Expiration Date: ____/____

Name as it appears on Credit Card: _____

Credit Card Billing Address: _____

City: _____

State: _____ Zip: _____

E-mail Address (for billing purposes only): _____

Mail or Fax Your Registration (or Register Online at www.ldkassociates.com) to:

LDK Associates, LLC

36 Pine Lane, Suite One

Sheridan, WY 82801

Phone: 307-751-0540, Fax: 307-673-4838

A confirmation letter will be sent to approximately 7 – 10 days prior to the workshop. If you do not receive a confirmation letter within 7 days of the workshop please contact LDK immediately at 307-751-0540.



House backs new FERS sick leave policy

By Brittany R. Ballenstedt bballenstedt@govexec.com July 31, 2008

The House passed a measure on Wednesday that would grant federal employees hired since 1984 the same benefit as their counterparts in an older retirement system: credit for unused sick leave in their pension calculations.

Currently, employees covered by the Federal Employees Retirement System (generally those hired in 1984 or later) cannot count unused sick leave toward their retirement annuity. Those under the older Civil Service Retirement System do receive such credit.

The measure, introduced by Rep. Henry Waxman, D-Calif., was included in a larger bill (H.R. 1108) called the Family Smoking Prevention and Tobacco Control Act.

The proposal is similar to legislation introduced in March by Rep. James Moran, D-Va., but is much more generous. Moran's bill would have provided FERS employees with a one-time payment of up to \$10,000 for any remaining sick leave at retirement.

The House measure would give FERS employees retiring during the next three years credit for 75 percent of their accrued sick leave. Those retiring later would be able to count all their unused leave.

The bill also covers employees under the Foreign Service Pension System and U.S. Postal Service.

All federal employees receive 13 days of sick leave annually and may carry over unlimited amounts of sick leave from year to year. But the discrepancy between the two

retirement systems has prompted more FERS employees to use up their sick leave as they approach retirement, the Congressional Research Service reported last summer and in 2004.

In responses to a 2004 survey by FPMI Solutions, an Alexandria, Va., human resources staffing and training company, 85 percent of CSRS employees said they conserved as much sick leave as possible, while 75 percent of FERS employees said they would use as much sick leave as possible as they near retirement.

"Our current use-it-or-lose-it system for FERS employees hurts productivity and increases training costs," Moran said. "We need to be incentivizing the accrual of sick leave, not encouraging people to call in sick in the weeks leading up to retirement."

Federal employees' and managers' organizations have long backed the sick leave measure.

"This is a very welcome and important step toward correcting some of the disparity in treatment of employees who often work side by side," said Colleen Kelley, president of the National Treasury Employees Union.

Watch this newsletter for further developments on this issue. Story is available at:

http://www.govexec.com/story_page.cfm?articleid=40602&dcn=e_gvet



IBM: 10 Challenges in Public Management Identified for Decade Ahead

Public sector managers can expect a wide range of new challenges in the next decade, according to the IBM Center for The Business of Government, which detailed the next 10 critical challenges facing public policy management in the decade to come.

Informed by government leaders and public policy academics, the Center cited the following as significant management policy issues expected to face government decision makers and public sector program managers at all levels of government in the United States and around the world:

Fiscal Sanity - Reform outdated federal retirement and healthcare programs to reflect current economic and budgetary considerations.

Crisis of Competence - Manage a quickly changing talent pool in the public service sector.

Information Overload - Implement new systems to manage onslaught of data and extract intelligence needed for critical decisions and strategy-based solutions.

Governing Without Boundaries - Adapt organizational and management structures to combine knowledge and skills flexibly around changing tasks.

E-Government Is Only the Beginning - Restructure services around customers rather than agency programs, creating new role for public managers in service delivery.

Government By Contractors? - Realign to concentrate on balance between the core capabilities needed by the government for internal and contractor process improvements.

Results Really Do Matter - Transform

federal department and agency cultures to create collaborative, results-oriented organizations.

"Green" Leadership - Blend public policies that encourage technology and management innovations to respond to environmental challenges and potential crises.

Security and Privacy in a Flat World - Factor security and privacy issues into all technology decisions, capturing all possible advantages while also managing the risks.

Expect Surprises - Policy makers need forward-looking information to set the stage for early warnings and emerging threats and to make informed choices about effective government responses.

Building on its work over the last 10 years, the Center has begun research into each of these critical challenges, continuing its role as a trusted resource for providing government leaders, policymakers and public sector program managers with the latest thinking and research.

"The Center has earned a reputation for deep understanding of public management issues," says Albert Morales, managing partner of the IBM Center for The Business of Government. "Exciting change is happening throughout government and we look forward to continuing our role in bringing independent thinking and practical insights to public sector managers, documenting and sharing knowledge that can help inspire, advance and strengthen our government programs."

Visit the IBM Center online at www.businessofgovernment.org to learn more about these issues.



Determined Accord Pandemic Tabletop Exercise



FEMA

Date:	Wednesday, September 24, 2008	(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, allowing 3 people from each agency: Agency leader or 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 at the end of the day for those COOP Managers who attend, so they can provide additional tabletop exercises within their agency or for other agencies in your area. This exercise covers information on how to mitigate vulnerabilities during a pandemic influenza outbreak; participants should be able to identify gaps or weaknesses in organizational 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



TOOLS FOR SUCCESSFUL SUPERVISORS



SUPERVISORS! They have the title. Now give them the tools! *Tools for Successful Supervisors* will provide each participant with what they need to hit the ground running. Make the leap from worker to supervisor and earn the respect and confidence of those you lead, boost worker productivity, enthusiasm and commitment. Learn how to manage projects and priorities, communicate effectively, manage conflict and correct problem behavior and poor performance.

In this seminar, Anthony Tormey will provide you with the following tools:

- Leadership and Management Qualities You Need
- How to Set the Stage
- Seven Key Elements in Building Trust
- Two Questions to Ask About Motivation
- Learn the “Hot Stove” Rule of Discipline
- How to Conduct Productive Meetings
- Eight Characteristics of an Effective Delegator
- When to Coach – How to Discipline
- Understanding New and Old Relationships
- Better Manage Priorities and Deadlines
- The Importance of Values, Vision, Mission and Goals
- How to Delegate More Effectively
- Avoid the Pitfalls of Being a New Supervisor
- Create an Environment of Success and Winners



Who Will Benefit?

Newly promoted supervisors, supervisors supervising less than 3 years, team leaders, employees in line for promotion, non-supervising project managers

Tools for Successful Supervisors are what the participant needs to get their feet on the ground and start running. How to make the leap from worker to supervisor. How to boost worker productivity, enthusiasm, and commitment. How to manage projects and priorities, communicate effectively, manage conflict and correct problem behavior and poor performance.

Date:	Wednesday, August 20, 2008
Time:	7:30am registration; Seminar is from 8:00am-4:30pm
Location:	National Center for Employee Development Conference Center, 2801 East State Hwy 9, Norman, OK 73071-1104
Cost:	\$145.00 per person

Lodging: Govt rate of \$70 for single occupancy. If you pay using your government card, no tax will be charged. If using a personal credit card, tax will be charged. Call the NCED Conf Center (Norman) for reservations: 405-366-4703 and identify yourself as attending the OK Federal Executive Board training.

REGISTRATION

Name: _____	Agency: _____
Phone: _____	Fax: _____

Method of payment: Cash Government Voucher Credit Card

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 August 8, 2008. 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!



One-Day Pre-Retirement Training Seminar-2008



Be sure you are financially prepared to do all the things you've planned for your retirement!!

<p>CSRS session topics:</p> <ul style="list-style-type: none"> ➤ Overview of CSRS ➤ Survivor Benefit ➤ Thrift Savings Plan ➤ Federal Employee Health & Life Insurance Programs ➤ Flexible Spending Accounts 	<p>FERS session topics:</p> <ul style="list-style-type: none"> ➤ Overview of FERS ➤ Survivor Benefit ➤ Thrift Savings Plan ➤ Federal Employee Health & Life Insurance Programs ➤ 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: USPS National Center for Employee Development, 2801 East State Highway 9
COST: [] \$75.00 per person if registered by close of business 6/30/2008
[] \$90.00 per person if registered after close of business 6/30/2008
[] \$50.00 for spouses (if materials are shared)

[] I am registering for the CSRS Only session on Tuesday, August 5, 2008.

[] I am registering for the FERS Only session on Wednesday, August 6, 2008.

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 July 25, 2008. 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!



SUN	MON	TUES	WED	THUR	FRI	SAT
31		August 2008			1 FEB Nat'l Conf	2
3	4	5	6	7 10:00 Exec Policy Council	8	9
		Pre-Retirement Seminars				
10	11	12 2:00 Emgcy Prep	13 Leadership FEB-DHS	14 2:30 AIC	15	16
17	18	19	20 10:00 ITC Supervisory Training-All Day	21 Leadership FEB-Law Enforcement 3:00 FECC	22	23
24	25	26	27	28	29 Naturalization	30

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.