



# INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 153, Oklahoma City, OK 73102

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

(405) 231-4167

## Chair's Corner



Summer greetings to all!

The spring weather has generated quite a few **FEMA notifications** for our federal leaders in Oklahoma!

We make every effort to share these

communications so that you are aware of activities and services available to assist any of your employees that may have been affected. Also good to pass on to employees who may have had family members affected by the severe weather.

Through a coordinated partnership with the Arkansas Federal Executive Association, we also provide the FEMA notifications affecting Arkansas for federal leaders in Arkansas, extending the outreach of our Federal Executive Board. These activities all fall within our Emergency Preparedness and Continuity of Operations Line of Business, providing our federal leaders with updated information affecting their agencies and employees.

Back by popular demand! The FEB office is currently working on an updated version of our **Media Guide** for federal leaders. We published a "Guide" in 2000 and 2004. With time and technology changes, it is undergoing a major 're-write' and will contain updated media contact information. We are hoping to publish this month via our website; an email will be sent to all FEB members letting you know when it is posted.

*We have quite a few July events coordinated:*

**Pre-retirement Seminars:** We have 2-1/2 hour seminars coordinated covering retirement issues and options. There are four sessions from which you can choose to best fit into busy calendars.

**Determined Accord:** This tabletop discussion will cover 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.

**OPM Briefing:** Session designed for agency leaders and their HR Directors. Briefing will provide progress made on the President's Hiring Reform Initiative, provide an overview of USAJOBSRecruit, as well as give an update on Assess, USAJOBS 3.0, and Student Pathways.

**National FEB Conference:** The National Conference of Federal Executive Boards will take place in Washington, DC during the third week of July. I am excited to attend to see what other FEBs are doing that we may wish to emulate and to share the initiatives and successes of our Federal Executive Board!

**Upcoming Events in August:** The last Leadership Symposium scheduled for this year taught by Eric Gordon, the monthly Leadership FEB forum, and the Leadership FEB Alumni event. I look forward to seeing you at some of our offerings!

Jon Worthington, Chairman

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## How to Talk to Yourself!

You have been blessed with three tools . . . your talent, your motivation and how you talk to yourself (also known as your explanatory style or what you say to yourself when something good or bad happens to you). This short article will focus on effective self-talk concepts and provide insights that will make you more resilient, optimistic and joyful.

1. Emil Coue, a famous French psychologist and pharmacist, is often credited as the pioneer of empowering self-talk or autosuggestion. He claimed to have effected organic changes by showing people how to positively talk to themselves. His most noted self-talk sentence was this: "Every day, in every way, I am getting better and better." I met an incredibly successful business woman who said that to herself each morning and throughout each day. She also had a wonderful personal life, too.

2. Henry Ford once said, "Whether you think you can or whether you think you can't, you're right either way." In a nutshell, Ford was saying that life is a game played between the ears. The president of a large university once told me that the most important book and accompanying piece of self talk that he ever learned came from the book, *The Little Engine That Could*. He claimed that he has used it his entire life. He still tackles major challenges repeating this mantra . . ."I think I can, I think I can, I think I can . . ."

3. In his award-winning book, *Play to Win*, Dr. Larry Wilson interviewed highly successful salespeople and leaders to find out about their STP's (Strategic Thinking Processes). Here's my favorite STP from his research: "I cannot fail. I can only learn and grow." I use those nine words often to turn setbacks into come backs. I cannot remember who taught me something similar, but I like it, too: "That's not like me, next time I'll do better."

4. John Milton said, "The mind is its own place,

and in itself, can make a heaven of hell, a hell of heaven." He was correct. In order to focus on the "heavenly side of life," use this piece of self-talk: "I have choice." These simple syllables provide the go-power for making a concerted choice, moving forward and making the best of the situation in front of you.

5. Dr. Martin E.P. Seligman, the famous author and researcher at the University of Pennsylvania, once said, "Successful people are out of touch with reality in a benign way." I love that line! Use these words to remain energetic and out of touch with reality in a harmless way in the morning and throughout the day: "Today is the day of the big event!"

6. In the face of taking on multiple challenges and dealing with a hectic, frenzied pace, a magnificent HR supervisor told me that she uses this tool quite a bit: "When things get crazy, I will love it even more."

7. Discover self-talk concepts to maximize the talent and motivation you have been blessed with. Type the word affirmations into a search engine. Find some affirmations that you can use in order to stay focused, flexible, fast, friendly and fun.

Lately I have been reading cutting-edge research that suggests that chemicals follow thoughts in your body. In other words, thought is biology. Highly successful athletes have known this for years because they have visualized themselves doing well before the contest begins. Since you and I are "corporate athletes" and must work for forty years, let's keep working on our positive explanatory style to remain more resilient, optimistic and joyful. Indeed, it's a major piece of the puzzle in regard to living an extraordinary life!

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## Spotlighting Information in Public Service

### Did you Know.....

US Department of Energy and the US Environmental Protection Agency have developed a website: [www.fueleconomy.gov](http://www.fueleconomy.gov) which is the official US government source for fuel economy information.

**What Determines the Price of Gasoline:** The single biggest factor in the price of gasoline is the cost of the crude oil from which it is made. In recent years, the world's appetite for gasoline and diesel fuel grew so quickly that suppliers of these fuels had a difficult time keeping up with demand. This demand growth is a key reason why prices of both crude oil and gasoline reached record levels in mid-2008. By the fall of 2008, crude oil prices began to fall due to the weakening economy and collapse of global petroleum demand. These factors helped gasoline prices to drop below \$2 per gallon of Regular gasoline in late 2008 and early 2009. The gradual improvement in the U.S. and world economies in 2010 and the political events in the Middle East and North Africa in early 2011, the source of about one third of world oil production, contributed to the increases in crude oil and gasoline prices in 2010 and 2011.

There are three main grades of gasoline, based on octane levels: regular, midgrade, and premium. The octane level of a fuel refers to its resistance to combustion; a fuel with a higher octane level will be less prone to pre-ignition and detonation, which is also known as engine knocking. Premium grade is the most expensive; the price difference between

grades is typically about 10¢ per gallon.

### What Are the Main Components of the Retail Price of Gasoline?

The cost to produce, transport, and sell gasoline to consumers includes:

- The cost of crude oil
- Refining costs and profits
- Distribution and marketing costs and profits
- Taxes

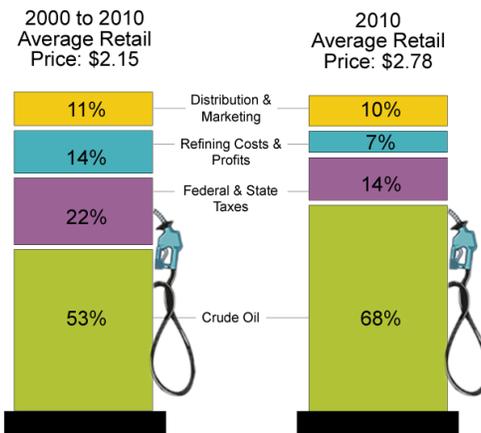
Retail pump prices reflect these costs, as well as the profits (and sometimes losses) of refiners, marketers, distributors and retail station owners.

**What Determines the Cost of Crude Oil?** The cost of crude oil as a share of the retail gasoline price varies over time and among regions of the country. Crude oil prices are determined by both supply and demand factors. On the demand side

of the equation, world economic growth is the biggest factor. One of the major factors on the supply side is the Organization of the Petroleum Exporting Countries (OPEC), which can sometimes exert significant influence on prices by setting an upper production limit on its members, which produce about 43% of the world's crude oil in 2010. OPEC countries have essentially all of the world's spare oil production capacity, and possess about two-thirds of the world's estimated crude oil reserves. Oil prices have often spiked in response to disruptions in the international and domestic supply of crude oil.

(Continued on page 11)

### What do we pay for in a gallon of Regular Grade gasoline?



Source: U.S. Energy Information Administration.



## The Myth of Multitasking

Taken from Government Executive Magazine's "Management Matters" article dated June 2011

Most federal managers feel they have no choice but to multitask. Among the multiple projects with overlapping deadlines, performance reports that need to be filed and employees who require direction, tackling one task at a time seems like a luxury supervisors can't afford. But multitasking could be slowing you down and costing the government valuable productivity points.

This loss in efficiency stems from what researchers call "switchover time," the time needed to refocus on the original task after you've temporarily switched gears. In a 2001 article in the *Journal of Experimental Psychology: Human Perception and Performance*, researchers showed that switchover time can take a couple of minutes for every change. Multiple switchovers a day—even an hour—can sap a significant amount of productivity.

So what should managers do? Multitask less.

In an academic study published Feb. 14, 2008, in *The Journal of High Technology Management Research*, managers said the key to managing multiple projects is to minimize switchovers by being meticulously organized, methodical and focused. One manager said he clears his desk of all documents or reminders of projects B, C and D while working on project A. Of course, this becomes increasingly difficult with technology in the mix. You might be able to clear your desk of documents, but it's much harder to keep project B-, C- and C-related emails from popping up in your inbox. Technology-related multitasking exacerbates what some call technostress in the workplace. Technology is effective and helpful in part because computers are designed to multitask, but the human mind is not designed

the same way.

"The human mind can switch from one task to the other but it keeps the previous task queued somewhere in the back of the mind," Peter E. Brillhart wrote in a September 2004 article for *The Journal of the American Academy of Business*. "The more tasks we try to multitask the less efficient we become at performing any tasks...Laboratory research shows that multitasking increases stress, diminishes perceived control, and may cause physical

discomfort such as stomach aches or headaches."

You might be reading this and sighing, convince that you are the outlier—the rare, exceptional human whose productivity is multiplied by multitasking. Odds are you're wrong. A 2009 Stanford University study set out to determine what, exactly, effective multitaskers were doing better than everyone else. The study focused on people who multitasked extensively while using different forms of



Trying to tackle that pile of work all at once could be slowing you down.

By Elizabeth Newell

media (the computer, smartphones, etc.). To their surprise, the answer was—nothing. People who multitask at the highest levels are "suckers for irrelevancy," says Clifford Nass, a Stanford communication professor and co-author of the study. Apparently they are easily distracted and struggle to distinguish a worthy distraction from one that should be pushed aside.

So the next time you're tempted to knock out a few emails before finishing up that report on your desk, think again.

*Elizabeth Newell covered management, human resources and contracting at Government Executive and now is a legal intern at the General Services Administration*



## UPCOMING EVENTS

### July 2011

- Jul 5, 2011**      **Agency Visits-Norman**
- Jul 6, 2011**      **Agency Visits-Oklahoma City**
- Jul 7, 2011**      **Agency Visits-Lawton**
- Jul 12, 2011**      **PreRetirement Sessions**  
9:30-12:00 p.m. OKC Training Center  
1:30-4:00 p.m. 3738 SW 15<sup>th</sup> Street, OKC  
POC: FEB Office, 405-231-4167
- Jul 13, 2011**      **Mayors Committee on Disability Concerns**  
07:30 a.m. St. Luke's , 222 NW 15<sup>th</sup>, OKC  
POC: Diana Hubbard, 405-297-4544
- Jul 13, 2011**      **PreRetirement Sessions**  
9:30-12:00 p.m. OKC Training Center  
1:30-4:00 p.m. 3738 SW 15<sup>th</sup> Street, OKC  
POC: FEB Office, 405-231-4167
- Jul 14, 2011**      **Determined Accord**  
8:30-4:00 p.m. Indian Health Services Area Office  
701 Market Drive, OKC  
POC: FEB Office, 405-231-4167
- Jul 15, 2011**      **OPM Briefing on HR Changes**  
1:00 p.m. POC: FEB Office, 405-231-4167
- Jul 19-21, 2011**      **National FEB Conference**  
Washington DC  
POC: FEB Office, 405-231-4167
- No Leadership FEB Forum in July**  
POC: FEB Office, 405-231-4167

### INSPIRATION CORNER

The more tranquil a man becomes, the greater is his success, his influence, his power for good. Calmness of mind is one of the beautiful jewels of wisdom.

—James Allen

My general theory is that sound management is merely sound thinking coupled with effective execution.

—Herman Nelson

You'll find that many of the challenges you may be facing—like negativity, stress or ineffective communication—can be overcome by simply investing more time in doing what matters most to you at work and at home.

—David Vittoria

## 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
- Kirby Brown, Deputy Director, Fires Excellence Center, Fort Sill
- Laura Culberson, Director of Staff, Tinker AFB
- Julie Gosdin, District Director, US Postal Service
- Jerry Hyden, Director, US Department of Housing and Urban Development
- Hector Ledezma, Warden, Federal Correctional Institution
- Dottie Overal, Director, Small Business Administration
- Lindy Ritz, Director, FAA Mike Monroney Aeronautical Center
- Betty Tippeconnie, Superintendent, BIA-Concho Agency
- 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 15<sup>th</sup> of each month.

### Officers:

#### **Chair:**

**Jon Worthington**

Administrator, Southwestern Power Administration, Tulsa

#### **Vice-Chair:**

**Adrian Andrews**

Special Agent in Charge,  
US Secret Service, Oklahoma City

### Staff:

#### **Director:**

LeAnn Jenkins

#### **Assistant:**

Brittany Combs



## Take these active steps to foster workplace safety

### OPM Cancels OF-612 resumes

**SUMMARY:** The U.S. Office of Personnel Management (OPM) is cancelling the Optional Application for Federal Employment.

The information contained in the OF 612 is now incorporated in the online Resume Builder on the USAJOBS Web site.

The need to maintain the OF 612 as an alternative means of applying for Federal positions no longer exists as job seekers now have the ability to either build or upload resumes.

This action is being taken to facilitate a more seamless employment application process for both Federal agencies and job seekers, consistent with the goals of Federal hiring reform.

**DATES:** Effective June 13, 2011.

For further information contact:  
U.S. Office of Personnel Management  
Employment Services, USAJOBS  
1900 E. Street, NW.  
Washington, DC 20415  
Attention: USAJOBS

or via electronic mail to  
[patricia.stevens@opm.gov](mailto:patricia.stevens@opm.gov).

Accidents and injuries can strike any workplace, whatever business you're in. As a manager, you can't just hope for the best: Safety is a key responsibility. Follow these guidelines for keeping employees healthy and safe:

- **Set the right tone.** You and your fellow managers—all the way up to the CEO—should show you take safety seriously by talking about it whenever appropriate, acting quickly to eliminate dangers, and never taking any safety shortcuts yourself.
- **Document safety procedures.** Don't rely on memory or common sense: Write down the rules in clear language and review them often to keep them up to date. This will help to protect you legally, and it will give employees the information they need to avoid injury.
- **Work with experts.** Ask your local fire department for tips and advice on workplace safety in the event of a fire or other emergency. Local law enforcement should be able to advise you on security. Don't make it up as you go along based on your knowledge of Law & Order reruns.
- **Train your workforce thoroughly.** Your rules won't have much impact if employees glance at them once during orientation and then forget them. Train people to use equipment safely, and repeat that training from time to time so it remains fresh, especially as equipment is upgraded. Conduct fire drills and other practices so workers know what to do in an emergency.
- **Enforce the rules.** Sometimes you have to be the bad guy. Disciplinary measures may be necessary if you observe safety violations, and employees may not enjoy the consequences. But you're better off letting employees get a little irritated with you if you can prevent an injury (and a lawsuit).

—Adapted from the *Canadian Occupational Safety Magazine* website



# Leadership Symposium Developing Your Emotional Intelligence & Dealing with Negative & Unproductive Employees

Where:	Crowne Plaza Hotel, 2945 NW Expressway, Oklahoma City, OK
When:	Thursday, August 18, 2011 (DAY THREE)
Time:	Registration will be from 7:30-8:00am – Training: 8:00am-4:00pm
Trainer:	G. “Eric” Gordon

### MODULE I Develop Your Emotional Intelligence

- Understanding the Characteristics of Emotional Intelligence	- Taking the Emotional Intelligence Survey
- The 4 Core Competencies of Emotional Intelligence	- How Emotional Intelligence will work for you

### MODULE II Not Performing and Not Happy

- Winning Techniques for Dealing with Difficult People	- Keys to Eliminating Negativity in the Workplace
- Conflict Resolution Strategies	- Discipline Techniques
- Performance Appraisals	

Is confronting another employee about their poor performance stressful? Do you wish “someone else” could talk to your negative employees? Then this session will prove invaluable. We begin with a discussion about the benefits of being Emotionally Intelligent. Recent studies suggest that leaders who score high in Emotional Intelligence (EI), achieve higher levels of organizational success than leaders who score low in this area. EI techniques will give you greater power, and control for dealing with issues that get...emotional! Conflict Resolution is an expectation of leadership, yet many leaders have anxieties related to this process. Now is the time to take control of your emotions and create a strategic approach that minimizes fear. Anger does NOT have to be a part of your feedback strategies. You can help employees perform better by learning a number of communication techniques and words that are designed to de-escalate a situation. You can learn how to minimize the negativity, get your team performing again, and lower anxiety as well. You’ll create more positive vibes.

## Registration

Day One Only (\$159)       Day Two Only (\$159)       Day Three Only (\$159)  
 2-days of the Symposium (\$300) indicate which days  Mar 24<sup>th</sup>    June 9<sup>th</sup>    Aug 18<sup>th</sup>  
 3-day Symposium (\$350 for all 3 days—maximum savings)

<b>Name:</b>	<b>Agency:</b>
<b>Phone:</b>	<b>Email:</b>
Method of Payment: <input type="checkbox"/> Cash <input type="checkbox"/> Check <input type="checkbox"/> Credit Card <input type="checkbox"/> Govt Voucher	
Please mail to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 153, Oklahoma City, OK 73102
Or fax to:	405-231-4165

**Checks should be made payable to the Oklahoma Federal Executive Board**

**Cancellation Policy:** Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through August 11, 2011. However, after that date, registrations must be honored. If you are unable to attend, substitute attendees are authorized and encouraged!



# Determined Accord Pandemic Tabletop Exercise



## FEMA

Date:	Thursday, July 14, 2011
Cost:	No cost
Time:	8:30 a.m. registration 9:00 a.m. – 4:00 p.m. exercise
Location:	Indian Health Services Area Office, 701 Market Drive, Oklahoma City, OK Must sign in for FEB tabletop and present your govt issued ID
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 40 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.
Instructors:	This is a FEMA/FEB collaborative effort and will be facilitated by members of the FEB Emergency Preparedness and COOP Council with materials provided by FEMA Region VI.

*Attendance in Determined Accord satisfies one of the Level I COOP Practitioner requirements for those wishing to pursue certification.*

Registration is limited to 40 individuals:

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

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through July 7, 2011. 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!



# Join us for an informational seminar on Pre / Post Retirement Planning

## For Federal Employees in any stage of their Careers



*Plan now to be sure you are financially prepared to do all the things you've wanted for  
YOUR RETIREMENT!!*

### Pre / Post Retirement Planning Session Topics:

- Gaining the most from your Thrift Savings--before and after retirement
- Military Catch 62 Penalty—Payback (Possibly Unnecessary)
- Deposit and Re-deposit
- Social Security--Windfall Elimination and Public Pension Offset
- Little known methods of maximizing your monthly pension
- Retirement and survivor benefits for CSRS and FERS
- FEGLI Alternatives\_
- Review of LTC and Medical decisions now and at retirement

### Please mark which session you wish to attend:

- [ ] July 12, 2011    9:30 am --- 12:00 noon  
 [ ] July 12, 2011    1:30 pm --- 4:00 pm  
 [ ] July 13, 2011    9:30 am --- 12:00 noon  
 [ ] July 13, 2011    1:30 pm --- 4:00 pm

**Location Both Days: OKC Public Works Training Center, 3738 SW 15<sup>th</sup> Street, Okla. City**

*There is no cost for these informational seminars; however, registration is required due to limited seating. Any questions? Please call the FEB office (405) 231-4167*

Name(s): \_\_\_\_\_ Agency: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

**REGISTER EARLY: Seating is limited. Registrations will be accepted in the order received—when room capacity is reached, registrations will be declined.**

Mail this registration form to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Suite 153 Oklahoma City, OK 73102
or fax to:	(405) 231-4165

**PLEASE POST FOR ALL EMPLOYEES**



## How to make your TSP pay you

June 20, 2011 - 3:38pm By Ruben Gomez Federal News Radio

Some day, your Thrift Savings Plan account will begin paying you back. Planning for that day is something you should begin doing now.

"Where you should probably focus first is what your ... defined benefits are going to provide to you," Tom Trabucco, director of external affairs at the Federal Retirement Thrift Investment Board, told Federal News Radio. "I mean both your FERS annuity or your CSRS annuity plus Social Security. Those are the two workhorses that are going to continue to provide you with that monthly payment."

From there, you can decide how to withdraw TSP money, Trabucco said. The TSP provides a number of methods:

- **Single payment:** This option allows you to withdraw your entire account balance at one time. Some people call it a "lump sum" payment.
- **Monthly payments:** "This option allows you to withdraw your entire account balance in a series of payments spread over time," according to [the TSP website](#). You can choose a specific dollar amount for your monthly payments or ask the TSP to calculate your payment based on the IRS Life Expectancy Tables.

The amount of your monthly payment must satisfy the [IRS minimum distribution rule](#), Trabucco said. If you choose a lower amount, the TSP will send you a supplementary check to fill the difference.

In addition, the monthly payments option allows you to change the amount once a year, Trabucco said. "It really does still offer you control over your funds both in the size of your withdrawal and in the investment strategy that you want to pursue, because you can still do interfund transfers. ... You can put in transfers up until you get to be age 70 1/2."

- **Annuity:** The TSP [single life annuity](#) provides a monthly benefit to the account holder for life. The joint life annuity provides a monthly payment "while you and the person with whom you choose to share your annuity (your 'joint annuitant') are alive," [according to the TSP website](#). "When either you or your joint annuitant dies, the annuity will continue to pay monthly to the survivor for the rest of his or her life."

Withdrawals from your TSP become mandatory when a person hits age 70 1/2, Trabucco said.

Read more about withdrawal options at <https://www.tsp.gov/planparticipation/withdrawals/withdrawingAccount.shtml>.

*There are links in this article that can be accessed through our online version of the newsletter.*



## Delegating Effectively

Most workers need to communicate, track and manage delegated task items. It is particularly important for project managers as well as supervisors who not only have to manage their own tasks but also need to make sure their direct reports get things done, too.

Whoever is responsible and accountable for an action item or project should delegate clear guidelines on completing a task as well as follow-through with others to ensure success of an action or project.

The following are key points to remember for effective delegation that can be used with both small tasks and large projects:

Communicate desired results. Make sure to provide the overall goal and purpose of the task or project along with the intended benefits and consequences if the action is not performed correctly. Providing this information supports decision-making for the delegatee during the course of a task or project.

Provide clear guidelines. Provide clear and concise instructions either verbally or via e-mail. Be clear on timeframes, budget, resource allocation and expectations in completing the task or project. Although some workers feel providing clear guidelines can be perceived as micro-managing, it is important to define the boundaries and be clear on assignment details.

Determine communication plan. Identify others or resources to contact in case there are questions or issues that arise during the task. This saves others time when they get stuck to know exactly who to reach out to for assistance. Also, determine the method and frequency in which follow-up will occur. This will eliminate confusion as to who contacts whom when a task is completed.

Taken from <http://blog.ragan.com/officiency/> by K.J. McCorry, CEO of Officiency Enterprises ® Inc

## What Determines the Price of Gasoline

(continued from page 3)

**Taxes Add to the Price of Gasoline** Federal, State, and local government taxes are the next largest part of the retail price of gasoline. Federal excise taxes are currently 18.4¢ per gallon, and State excise taxes averaged 22.06¢ per gallon at the beginning of 2011. As of January 2011, 12 States levy additional State sales and other taxes on gasoline. Additional county and city taxes can have a significant impact on the price of gasoline in some locations.

**Refining Costs and Profits** Refining costs and profits vary from region to region of the United States, partly due to the different gasoline formulations required in different parts of the country. The characteristics of the gasoline produced depend on the type of crude oil that is used and the type of processing technology available at the refinery where it is produced. Gasoline prices are also affected by the cost of other ingredients that may be blended into it, such as ethanol.

Distribution, marketing, and retail dealer costs and profits make up the remainder of the retail price of gasoline. Most gasoline is shipped from the refinery first by pipeline to terminals near consuming areas where it may be blended with other products (such as ethanol) to meet local government and market specifications, and is then delivered by tanker truck to individual gasoline stations.

Some retail outlets are owned and operated by refiners, while others are independent businesses that purchase gasoline from refiners and marketers for resale to the public. The price on the pump includes the retailer's cost to purchase the finished gasoline and the costs of operating the service station. It also reflects local market conditions and factors, such as the desirability of the location and the marketing strategy of the owner.

The cost of doing business by individual dealers can vary greatly depending on where the dealer is located. These costs include wages and salaries, benefits, equipment, lease/rent, insurance, overhead, and State and local fees. Even retail stations next to each other can have different traffic patterns, rents, and sources of supply that affect their prices. The number and location of local competitors can also affect prices.

[www.fueleconomy.gov](http://www.fueleconomy.gov)



SUN	MON	TUES	WED	THUR	FRI	SAT
31		July 2011			1	2
3	4 <i>Independence Day</i>	5 Agency Visits-Norman	6 Agency Visits-OKC	7 Agency Visits-Lawton	8	9
10	11 1:00 FEB Conf Call	12 PreRetirement Seminars	13 7:30 Mayors Committee PreRetirement Seminars	14 Determined Accord	15 1:00 OPM briefing	16
17	18	National FEB Conference-Washington, DC			22	23
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 215 DEAN A. MCGEE AVENUE, STE 153  
 OKLAHOMA CITY, OK 73102-3422  
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