



# INTERAGENCY CONNECTION

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

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(405) 231-4167

## Chair's Corner



### Spring Greetings!

In March, we experienced the change imposed by daylight savings time AND sequestration.

At the end of March the "Consolidated and Further Continuing Appropriations Act, 2013," was passed which includes across-the-board reductions for FY 2013 discretionary appropriations in certain categories to assure compliance with the discretionary spending limits. Agencies are still scouring the Act and their budgets to determine if federal employees will need to be furloughed.

Your Federal Executive Board has updated our Congressional Handbook and it is now available on our website at:

[oklahoma.feb.gov/Forms/2013CongressionalHandbook.pdf](http://oklahoma.feb.gov/Forms/2013CongressionalHandbook.pdf)

Due to the obvious budgetary constraints each agency will experience, the FEB is coordinating training through collaboration to provide developmental opportunities for federal employees even in the toughest of times. I hope you take advantage of the FEB offerings this year in a way to leverage the few resources we possess.

### Low Cost Training:

- Leadership FEB Program \$750 for nine months (one day each month), registration is on page 11.
- Shared Neutrals Academy \$150 for one-week of mediation training, registration is on page 9.

### No Registration Fee Training:

- Financial Wellness Workshops (pg 10)
- Diversity & Inclusion Workshop (pg 6)

### Annual Awards Banquet:

Our one, very special annual event is on the horizon. Each year our Federal Executive Board hosts an Awards Banquet to recognize the outstanding military and federal employees for their accomplishments in making government more effective and efficient. This year, we will recognize our nominees on Monday, May 6<sup>th</sup>; the registration form is provided on page 8 for your convenience. I encourage you to take advantage of these offerings for yourself and your staff.

*A. D. Andrews, Chairman*

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## Keep these dollars and percents in mind in 2013

Following are a variety of pay and benefits figures to keep in mind in 2013:

**Salary cap** . The biweekly pay of General Schedule and some other employees cannot exceed the greater of:

- The biweekly pay for GS-15, step 10, including any applicable locality payment or special rate supplement.
- The pay for Level V of the Executive Schedule, which is \$145,700.

This is a two-edged sword for top-paid employees because not only is their pay capped, but their high-three, the average of their three highest paid years of salary used in their retirement calculations, will not grow as it might without the cap.

### **Social Security maximum wage base.**

Social Security (FICA) taxes are deducted from your pay if you are covered by either the Federal Employees Retirement System or the Civil Service Retirement System Offset. There is an upper salary limit from which those deductions can be taken. In 2013, that maximum taxable wage is \$113,700.

If you are a FERS employee who reaches that point, your take-home pay for the rest of the year will increase.

However, if you are a CSRS Offset employee, your take-home pay won't change.

Here's why: Up to the point when you reach the maximum taxable wage, 6.2 percent of your pay goes to Social Security and 0.8 percent to CSRS. But after you reach the maximum taxable wage, all 7 percent will go to CSRS.

**Thrift Savings Plan elective deferral limit.** For 2013, the maximum you can contribute to your TSP account is \$17,500. In addition, if you are

50 or older, you can make tax deferred 'catch-up' contribution of \$5,500.

**Interest rates.** Interest is charged when you make a deposit to the federal retirement fund to get credit in your annuity calculation for such service as active-duty military and periods of federal employment during which deductions weren't taken from your pay. Interest is also charged if you redeposit to the fund after leaving the government with a refund of your retirement contributions.

From 1948 through 1984, the interest rate was 3 percent. Since 1985, those interest rates have fluctuated, from a high of 11.25 percent in that first year to a low in 2013 of 1.625 percent.

Starting roughly two years after you are employed by the federal government, interest begins to accrue yearly until the day you pay off the deposit.

So, for example, if you were hired in 1986, in 1988 interest would begin to accrue at 8.275 percent; in 1989, it would rise to 9.125 percent; and so on.

**Military deposits.** The amount an employee must deposit to get credit for military service toward federal retirement has remained stable for most years since 1982, when they were first required to be paid: 7 percent basic military pay, not including allowances or differentials, for CSRS and 3 percent for FERS. However, during a budgetary upheaval in the late 1990s, the interest rates were increased. So, if you were on active-duty service in 1999, the CSRS rate for buying back that time is 7.25 percent and the FERS rate is 3.25 percent. For 2000, rates are 7.40 percent and 3.40 percent. Since 2000, rates have reverted to 7 percent and 3 percent.

This article was taken from Federal Times article "Personal Advisor" written by Reg Jones, dated 3/18/13.



## Spotlighting Information in Public Service

### Did you Know...



### Homeland Security Investigations

The ICE Homeland Security Investigations (HSI) directorate is a critical asset in the ICE mission, responsible for investigating a wide range of domestic and international activities arising from the illegal movement of people and goods into, within and out of the United States.

HSI investigates immigration crime, human rights violations and human smuggling, smuggling of narcotics, weapons and other types of contraband, financial crimes, cybercrime and export enforcement issues. ICE special agents conduct investigations aimed at protecting critical infrastructure industries that are vulnerable to sabotage, attack or exploitation.

In addition to ICE criminal investigations, HSI oversees the agency's international affairs operations and intelligence functions. HSI consists of more than 10,000 employees, consisting of 6,700 special agents, who are assigned to more than 200 cities throughout the U.S. and 47 countries around the world.

ICE is the second largest criminal investigative agency in the United States and the largest investigative arm of the U.S. Department of Homeland Security. HSI is

comprised of more than 9,113 employees, which includes more than 7,050 special agents who are assigned to 26 special agent in charge offices in major cities, 185 other field offices throughout the United States, and 71 overseas locations in 47 countries. As the director, Mr. Dinkins has direct oversight of ICE's investigative and enforcement initiatives and operations targeting cross-border criminal organizations that exploit America's legitimate travel, trade, financial and immigration systems for their illicit purposes. This includes the investigation of financial crimes; bulk cash smuggling; narcotics smuggling and trafficking; human smuggling and trafficking; commercial trade, fraud and intellectual property right crimes; cyber crimes and the exploitation of children; immigration and document and benefit fraud; human rights violators; transnational gang activity; and weapons smuggling and export enforcement.

Report suspicious activity online:  
<http://www.ice.gov/exec/forms/hsi-tips/tips.asp>  
or call 1-866-DHS-2-ICE.



## 6 best banking & budget apps

Taken from [money.cnn.com/galleries/2012/pf/1206/gallery.banking-budgeting-apps.money/1/index.html](http://money.cnn.com/galleries/2012/pf/1206/gallery.banking-budgeting-apps.money/1/index.html)

Do you want to manage your money on the go? Then download everything you need for banking and budgeting to your smartphone or tablet.



### Pageonce Money & Bills

**Great for:** Managing money on the go

**Price:** Free

**Available for:** Android, iPhone, iPad, BlackBerry, Windows Phone 7

The Cadillac of money

management apps: Connect your bank accounts, bills, credit cards, loans, cellphone minutes, and travel reward programs into one system that has bank-level security. You get a complete financial overview. Pageonce is adding bill payment for about the price of a stamp per bill.



### iAllowance

**Great for:** Helping kids manage their own money

**Price:** \$3.99

**Available for:** iPhone, iPad

Your kids will be 100% digital, so why not start them out that way? With iAllowance you're

the bank, your kids the customers. They accumulate money (or stars) via an allowance and chores. When your children want to make a withdrawal, you give them the cash, and debit their account.



### Mint

**Great for:** Keeping tabs on your money

**Price:** Free

**Available for:**

Android, iPhone, iPad

Best if what you really want is

budgeting help. You can see a full picture of your finances, but

you can also create budgets (pre-populated based on your spending, then adjustable) and track your progress.

Cool extra: The cash vs. credit feature lets you see your total credit card balances vs. the cash you have to pay them off.



### Chase Mobile

**Great for:** Making deposits on the go

**Price:** Free

**Available for:**

Android, iPhone, iPad, BlackBerry

Snap a picture, deposit a check. Other bank apps have this feature, but Ken Tumin of

DepositAccounts.com calls Chase "the gold standard for remote deposit. "What else? Bill payments and customizable alerts -- an IM, say, when your spouse taps a joint account.

Not a Chase customer? About half of banks offer some kind of mobile banking -- at a minimum, an account snapshot. USAA, Schwab, Citibank, and PNC are among the others with deposits by phone.



## 6 best banking & budget apps (cont'd)



### PayPal Mobile

**Great for:** If you hate holding cash or checks

**Price:** Free

**Available for:**

Android, iPhone, BlackBerry

Owe someone \$20 but don't have cash? With this app and a

PayPal account, you can transfer money at no charge. Enter the payee's e-mail or cellphone number. Once alerted to the transfer, the recipient logs into PayPal or opens an account.



### Expensify

**Great for:** Getting rid of receipts

**Price:** Free

**Available for:**

Android, iPhone, iPad, BlackBerry, Windows Phone 7

Sick of saving receipts so you can be reimbursed? Use

Expensify, says Brad Spurrison, managing editor of Applicious.com. Link a credit card, snap photos of cash receipts, and the info is transferred to your expense report.

*This information is provided in response to comments about the FEB's recent Financial wellness workshops in which individuals wished they had received info on apps that would be helpful.*

## Maximize Your Retirement Savings: Ways to Save

Taken from an article on Thrift Savings Plan website: [www.tsp.gov](http://www.tsp.gov)

Saving for retirement sounds daunting, but finding the money might be easier than you think. It's important to remember that even small contributions can add up to big savings thanks to compound interest.

[www.tsp.gov/planningtools/strategies/powerOfCompounding.shtml](http://www.tsp.gov/planningtools/strategies/powerOfCompounding.shtml)

Here are some simple ways to save a few dollars every day – and an idea of how that money can grow over the years. To complete your TSP checkup, visit **Planning & Tools: Investment Strategy**

([www.tsp.gov/planningtools/strategies/retirementNeeds.shtml](http://www.tsp.gov/planningtools/strategies/retirementNeeds.shtml)).

If Every Day, You Saved the Cost of...	You'd Contribute			
5 text messages (\$1)	\$365 per year	\$4,997	\$14,089	\$30,631
1 bottled water (\$1.50)	\$547 per year	\$7,489	\$21,114	\$45,904
1 lottery ticket (\$2)	\$730 per year	\$9,994	\$28,178	\$61,261
1 fancy coffee (\$3.50)	\$1,277 per year	\$17,483	\$49,292	\$107,164
1 dry-cleaned shirt (\$4)	\$1,460 per year	\$19,989	\$56,356	\$122,522
1 short taxi ride (\$5)	\$1,825 per year	\$24,986	\$70,444	\$153,152
1 take-out lunch (\$7)	\$2,555 per year	\$34,980	\$98,622	\$214,413

*\*All figures assume a 6% annual rate of return, compounded monthly*



# Diversity and Inclusion Workshop for Federal Leaders

Where:	Oklahoma City Public Works Training Center, 3738 Southwest 15th Street, OKC
When:	Wednesday, August 28, 2013
Time:	Registration begins at 12:30 p.m.      Workshop: 1:00 p.m.-3:00 p.m.
Trainer:	Laura Liswood Secretary General, Council of Women World Leaders Senior Advisor, Goldman Sachs
Cost:	\$0.00      No Cost!
Supports:	Executive Order 13583—Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce



***This workshop is Hosted by the Oklahoma FEB and OPM's Office of Diversity and Inclusion.***

Intended audience for this workshop is GS-13 through SES; however, depending on your agency's field structure, grades may be less to be agency-appropriate.

Hear what other Federal agencies have said about Ms. Liswood's highly interactive workshops:

- ✓ Laura Liswood's message will help us to create high-performing and innovative organizations!
- ✓ This workshop is a new perspective on Diversity and Inclusion!
- ✓ She is an outstanding speaker who leaves you with tools for succeeding in a diverse workplace!

Attendees will receive a free copy of Ms. Liswood's book, [\*The Loudest Duck\*](#)

## Registration

***In order to ensure we have sufficient copies of the book, please register as early as possible!  
(The number of registrants we have on August 12 will be used to order the books.)***

<b>Name:</b>	<b>Agency:</b>
<b>Phone:</b>	<b>Email:</b>

Please mail to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 153, Oklahoma City, OK 73102
Fax to:	405-231-4165
Or Email to:	LeAnn.Jenkins@gsa.gov

**Cancellation Policy:** Understanding that unforeseen circumstances may preclude an individual from attending, substitutes will be permitted through August 21, 2013; the number of registrants at that time will determine whether we have sufficient numbers for the workshop.



## UPCOMING EVENTS April 2013

- Apr 10, 2013 Leadership FEB**  
All Day US Postal Service  
POC: FEB Office, 405-231-4167
- Apr 15-19, 2013 Shared Neutrals Academy**  
All Day 3738 Southwest 15th Street, OKC  
POC: FEB Office, 405-231-4167
- Apr 17, 2013 Interagency Training Council**  
10:00 am National Weather Service  
POC: Stacy Schrank, 405-606-3823
- April 17, 2013 Communicator NXT Test in**  
support of Eagle Horizon
- Apr 24, 2013** 
- Apr 24, 2013 Central Oklahoma LFCC**  
12:00 pm POC: FEB Office, 405-231-4167
- Apr 30, 2013 Emergency Preparedness & COOP Council**  
2:00 pm Oklahoma City County Health Department, 913 NW 23<sup>rd</sup> St., OKC  
POC: FEB Office, 405-231-4167

### INSPIRATION CORNER

By going over your day in imagination before you begin it, you can begin acting successfully at any moment. -Dorothea Brande

Tell me to what you pay attention and I will tell you who you are. -Jose Ortega y Gasset

One of leadership's key roles is to bring out the best in people. Since attitude is so crucial to performance, it is essential for leaders to understand what keeps people from choosing and maintaining an attitude that would best serve them and their organizations. -Ed Oakley and Doug Krug

## 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:

- Kevin Donovan, Federal Security Director, TSA
- Jeremy Duehring, LCDR, Military Entrance Processing Station
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Jim Finch, Special Agent in Charge, FBI
- Jerry Hyden, Director, US Department of Housing and Urban Development
- Ross Marshall, Executive Director, Tinker AFB Administration
- Dottie Overal, Director, Small Business Administration
- Stan Sieg, Actg Director, FAA Mike Monroney Aeronautical Center
- Betty Tippeconnie, Superintendent, BIA-Concho Agency

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:** **Adrian Andrews**  
Special Agent in Charge,  
US Secret Service, Oklahoma City

**Vice-Chair:** **Julie Gosdin**  
Director,  
US Postal Service District,  
Oklahoma City

### Staff

**Director:** LeAnn Jenkins  
**Assistant:** Nichole James



## 2013 Public Service Recognition Week Employee of the Year Awards Banquet



<p>Public Service Recognition Week: May 6-12, 2013!</p>		<p><b>Event information:</b>  <b>Date:</b> Monday, May 6, 2013  <b>Time:</b> 11:30am-1:00pm  <b>Location:</b> US Postal Service          Nat'l Center for Employee Development          2801 E. State Highway 9, Norman, OK  <i>Nominees should arrive no later than          11:00 a.m. for pre-brief.</i></p>
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**Location:** The facility is approximately 5 miles east of I-35 on Highway 9. NCED is on the north side of the road.(specific directions can be obtained from [www.mapquest.com](http://www.mapquest.com))

If you require special dietary accommodation, please contact the FEB Office, 405-231-4167.

Name: \_\_\_\_\_

Agency: \_\_\_\_\_

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

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

**Cost: \$20.00 per person**

**Payment:**

Cash                       Check                       Credit Card

*Payment must be made prior to the event; no forms of payment are able to be accepted at the luncheon.*

*Luncheon Tickets will be mailed to the address listed above for all pre-paid registrations with sufficient time to receive before the luncheon. This allows expedited entry into the event, without checking in at the registration table.*

Please mail to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102
Or fax to:	405-231-4165

Make checks payable to: Oklahoma Federal Executive Board

**Cancellation Policy:** Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through April 23, 2013. 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!



## Registration and Agreement for Employee Participation in the Oklahoma FEB Alternative Dispute Resolution Consortium, “Shared Neutrals Program”

Employee involvement and availability is vital to this program’s success in providing mediation services for federal agencies. Supervisory support of their involvement is critical to their success.

Please indicate (by your signature below) your support of the identified employees(s)’ participation for at least one year, including 10 hours per year in the Oklahoma State Supreme Court system (qualifying the individual for State Certification). The employee’s involvement may be terminated or extended at the end of their year of service.

**The supervisor’s signature certifies each nominee meets the following criteria:**

1. Possesses strong receptive and expressive skills; is a good communicator.
2. Is able to suspend advice-giving.
3. Availability: must be willing and able to commit to the program for one year (on an as-needed basis), including 10 hours per year to work with the Oklahoma Supreme Court.
4. Has a tolerance for conflict.
5. Demonstrates confidence, possesses leadership qualities.

**Maintenance of Program Integrity:**

- Mediators shall accept and carry out their assignments consistent with Shared Neutrals policies and procedures.
- Mediators should not accept assignments from an agency unless the assignment is generated through the Oklahoma FEB’s Shared Neutrals program or the program within their employing agency; mediators who knowingly do so, are not functioning as Shared Neutral mediators, nor representing the FEB program
- Mediators should be aware that mediating outside the Oklahoma Federal Executive Board Shared Neutrals program and/or their employing agency could result in a charge of abuse of official time and/or otherwise affect their rights and benefits as federal employees.

### REGISTRATION

**Dates of Training:** April 15-19, 2013      **Location:** Public Works Training, 3738 Southwest 15th Street, OKC

Name of Employee	Signature	Date
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Name of Supervisor	Signature	Date
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Agency: \_\_\_\_\_ Employee’s Work Phone: \_\_\_\_\_

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

**COST: \$150.00**

**Workshop attendance is limited so everyone is encouraged to register as soon as possible.**

Payment will be in the form of: [ ] Check [ ] Credit Card [ ] Govt Voucher

<i>Mail this completed form to:</i>	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102
<i>OR fax to:</i>	405-231-4165
<i>Or email to:</i>	LeAnn.Jenkins@gsa.gov

*Cancellation Policy: Understanding the unforeseen circumstances may preclude an individual from attending; refunds will be permitted through Thursday, April 5, 2013. However, after that date, registration must be honored by the individual or agency involved. If you are unable to attend, substitute attendees are authorized and encouraged!*



# Financial Wellness Workshop



Date:	Thursday, May 30, 2013
Time:	Three Hour Sessions (morning and afternoon, please identify your choice below)
Location:	Oklahoma City Public Works Training Facility, 3738 Southwest 15th Street, OKC
Why?	With Federal Salaries remaining flat and cost of living increasing, it is more important than ever for federal employees to be equipped with information on how to maximize their incomes.
Topics:	How Money Works – basic fundamentals you were definitely never meant to “know”  Debt Solutions – alleviate unnecessary stress of too much month and not enough money  Software & Apps – tools to assist you in tracking expenditures, calculate interest on loans and keep you on track for “paying on time”  Retirement Planning – protecting your money and never running out  Long-Term Care – fastest growing need of people over 50
Instructor:	Eric Dubbell, Senior Vice President of Primerica

## Registration

Name \_\_\_\_\_ Agency \_\_\_\_\_

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

Please sign me up for the following session:

May 30, 2013, 9:00 a.m. - 12:00 noon

May 30, 2013, 1:00 p.m. - 4:00 p.m.

Mail registration to:	Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102
Or fax to:	405-231-4165
Or email to:	LeAnn.Jenkins@gsa.gov

*Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, cancellations will be permitted through May 23, 2013. Since this is a “no-cost” training, we ask your courtesy to cancel early so that we can accommodate people on the waiting list, if one exists.*



## 2013 Leadership FEB Registration Form

Name:	Agency:
Title:	Address:
Phone:	
Email:	Cell Phone:

In order to maximize the benefits and expand the cohesive networking opportunities, no alternates will be authorized to attend single sessions. However, if an identified participant becomes unable to honor their commitment to the program, the employing agency is authorized to replace that individual for the duration of the program.

In order to ensure maximum benefit to the participants, each Leadership FEB class will be limited to 20 participants. Past forums have included NOAA agencies, US Army, US Air Force, Veterans Administration, Postal Service, Law Enforcement Agencies, Department of Interior, HUD and others.

Participants **must attend a minimum of five sessions** in order to receive a certificate of completion for this program. The majority of sessions will occur in the Central Oklahoma area; however, to illustrate the diversity of the nature and geographic areas of our federal community, a couple of sessions will be to visit federal agencies in outlying areas.

\_\_\_\_\_  
Participant's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Agency Director/Commander Review/Approval

\_\_\_\_\_  
Date

Register as early as possible to reserve a slot for your participant, no later than Friday, February 22, 2013. Cancellations will be processed at no charge to the agency through that date. After February 22, 2013, we ask the agency to honor their obligation due to cost incurred; however, a substitute is authorized and encouraged.

Agency/Registrant may pay the **course fee (\$750)** by cash, check, credit card, or government voucher.

Please submit the registration form:

By mail:	Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102	By fax: (405) 231-4165
By email:	LeAnn.Jenkins@gsa.gov	



SUN	MON	TUES	WED	THUR	FRI	SAT
	<b>1</b>	<b>2</b> 11:30 Public Svc Event OSU-OKC	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b> Leadership FEB-US Postal Service Day	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
		Shared Neutrals Academy				
			10am ITC-NWS 2pm Communicator NXT test			
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b> 12:00 LFCC Administrative Professionals Day	<b>25</b>	<b>26</b>	<b>27</b>
<b>28</b>	<b>29</b>	<b>30</b> 2:00 Emgcy Prep Mtg	April 2013			

OKLAHOMA FEDERAL EXECUTIVE BOARD  
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