



INTERAGENCY CONNECTION

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

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

(405) 231-4167

Chair's Corner



As the fiscal year is coming to a close, my tenure as Chair of the FEB is also coming to an end.

The past two years have passed quickly and I look forward to transitioning to

“Ex Officio” status and serve as an advisor to Julie Gosdin, our incoming Chairperson, and Kevin Donovan, our incoming Vice-Chair!

I have been honored to work with all of you and serve as Chairman these past two years. Our FEB is a progressive instrument that brings our agencies together in many formats to share valuable information during tumultuous times so that we can benefit from ALL the best ideas out there!

During this year’s “Virtual National FEB Conference”, the Oklahoma FEB swept the national awards ceremony! LeAnn Jenkins was named FEB Executive Director of the Year; yep folks, we have the best. And I was named FEB Chairman of the Year; while honored and humbled by this prestigious award, I feel privileged to have had the opportunity to get to know all of you better, as well as the creative solutions you develop to meet the unusual challenges you face in your respective agencies!

I look forward to transitioning into Ex-Officio status and will do everything needed to support our new FEB officers as they take the reigns.

While the officers are changing, the FEB continues to plan activities for you and your employees to provide interagency opportunities for you in the Oklahoma area.

September:

- Leadership FEB forum
- Diversity and Inclusion workshop

October:

- Transition of officers luncheon for agency leaders.
- Half-day retirement workshops
- Leadership FEB forum

On the horizon:

This time of year is when the FEB Office provides the following products that may serve useful for you in your planning and use:

- Annual report,
- Cost avoidance calculations for your agency,
- Future leadership development opportunities in Oklahoma (reducing the cost associated with travel),
- Emergency Communication plan for next fiscal year. This plan provides information on the Federal Executive Board’s Emergency Communication Plan (which has been utilized this year after the 3 big tornadoes) and Hazardous Weather.

See you soon,

A.D. Andrews, Chairman

<i>Inside Story</i>	<i>Pg</i>	<i>Inside Story</i>	<i>Pg</i>
Helicopter Managers	2	Informal Recognition	7
FAA Multi-Media	3	Upcoming Events	8
Employee Training	4	NARFE in Oklahoma	9
10 Things-Retirement	5	Listing of Chapters	10
Half Day PreRetirement	6	Diversity & Inclusion	11



Helicopter Managers: The Helping Hand Strikes Again

By Adam Grant GovExec.com June 11, 2013

We all know helicopter parents, who are always hovering overhead to make sure that their children are thriving. In one survey of 725 employers hiring recent college graduates, more than a quarter had been contacted directly by applicants' parents or received applicants' resumes from parents; some even had parents show up at interviews with their children, negotiate the terms of their job offers, and ask for a raise or promotion.

In the workplace, many people become helicopter managers, hovering over their employees in a well-intentioned but ill-fated attempt to provide support.

These are givers gone awry—people so desperate to help others that they develop a white knight complex, and end up causing harm instead.

Studies by the psychologist Sandy Lim suggest that helicopter managers prevent recipients from becoming independent and competent, disrupting their learning and confidence for future tasks. In focusing on the short-term benefits of helping, helicopter managers overlook the long-term costs.

To grow, people need to be challenged. Research at the Center for Creative Leadership shows that challenges—including having to work on unfamiliar tasks, lead change under uncertainty and exercise influence without authority—are important predictors of learning and development on the job. And three decades of evidence reveals that people achieve higher performance when they are given difficult goals. Difficult goals motivate people to work harder and smarter, develop their knowledge and skills, and test out different task strategies, all of which facilitate effectiveness and growth. But what's the optimal level of difficulty?

In a classic study led by the psychologist John Atkinson, people were given the opportunity to take practice shots in a game of shuffleboard.

Imagine that you're in the study, and you have the option to take practice shots from various distances. Here are the odds of success if you shoot from different distances:

(a) Very easy (1-5 feet away): the odds of success are about 55%

(b) Intermediate (6-10 feet away): the odds of success are as low as 30%

(c) Very difficult (11-15 feet away): the odds of success are as low as 2%

Before you start, we'll measure your desire for achievement, which allows us to classify you as either a low achiever or a high achiever. Now, where will you shoot?

As you might expect, the high achievers preferred to challenge themselves. More than half of the high achievers chose the intermediate level of difficulty, and more than a third chose the very difficult distances. Just 6% chose the very easy distances.

But surprisingly, the low achievers liked challenges too. Only 19% of them chose the very easy distances; 26% chose the intermediate difficulty, and 54% chose the very difficult distances. In other studies, Atkinson found that people often prefer a 50% chance of success over a 75% chance of success. In *Ambition*, Gilbert Brim writes that we strive for "just manageable difficulties": challenges that test and stretch our skills, but don't set us up for certain failure.

To prevent the helping hand from striking again, we need to keep our white knight complexes and helicopter tendencies in check. Instead of rushing to the rescue in ways that fail to benefit employees, and providing help that stifles their growth and development, leaders and managers would be wise to present just manageable difficulties. In the words of Anne Frank, we "can only give good advice or put them on the right paths, but the final forming of a person's character lies in their own hands."





Spotlighting Information in Public Service Did You Know...

DID YOU KNOW... that the same place that prints this newsletter (FAA Media Solutions) can also do **your** printing?

Since the FAA in Oklahoma City is a Federal, Interagency Franchise Participant, they are allowed, by law to do printing (and other services) for any U.S. Federal Agency, not just the Department of Transportation.

Each customer or requesting agency is given a cost estimate, upfront, before funds are obligated by your agency.



Large format printing capability

During these times of extreme budget challenges, this provides you maximum flexibility in managing your budget and choice of resource providers as you conduct your business.

FAA's "one-stop-shop" is equipped to handle black and white printing, full color printing, large format 7-color printing (for banners, posters and pictures), tabs, inserts, hole punch, binding, mounting, framing, shrink wrap and mail-outs.

Specialty jobs that need a commercial printer, like an Annual Report or odd size documents, can be bid out using a unique reverse auction process that lowers the cost

of your request. Because of our volume and the fact that we are a federal agency, the cost avoidance is passed along to your federal agency.

In addition to cost avoidance, convenience is a huge benefit that can actually save additional time/\$\$/man-hours!

This organization utilizes all forms of technology to receive your work requests and can easily email the work cost estimates back and forth to save time, travel and effort whether you are located in the Oklahoma City area or in Broken Bow.



Air traffic manuals inspected before being bound and delivered

Any federal entity is invited to schedule a tour of our multi-faceted FAA Media Solutions division (Printing, HD Video, Graphics, and Photography) to see what is available for your use.

If you are interested in exploring services available or you would like to tour the facilities, contact:

Chris Steves, Customer Outreach
FAA Media Solutions, 405-954-7184



Employee Training: A Necessary Investment

Employee training becomes more important in an age of austerity.

Recent months have seen the once-unlikely prospect of sequestration become a reality. They have also seen intense—and, regrettably, perfectly understandable—scrutiny of certain training and conferences attended by Federal employees. Together, these events have prompted many Federal agencies to become more vigilant when reviewing requests for training and less likely to approve those requests.

On the one hand, such caution is appropriate. Good stewardship requires that agencies avoid expenditures of funds and employees' time that do not serve a clear public purpose and provide a reasonable return on investment. Good stewardship also involves attention to appearances. The ability of Federal agencies and Federal employees to carry out public business depends not only on their statutory authority but also on their perceived competence and integrity.

On the other hand, efforts to prevent excesses may inadvertently increase the risk that agencies will invest too little in employee training and development. If that happens, Federal Government operations will become less efficient and effective. Previous MSPB research shows that the risk is real. As noted in our 2012 report *Managing Public Employees in the Public Interest*, the proportion of Federal employees agreeing with the statement, "I need more training to perform my job effectively" has increased substantially over time, from 32% in 1992 to 48% in 2005.

In the current environment, Federal agencies—and stakeholders—should be particularly watchful for two impediments to investment in employees. The first impediment is a shortage of resources. When budgets are tight, training is a common target for reduction or elimination. In the short term, limiting training may have little effect on mission accomplishment or efficiency. Existing skills and knowledge, accompanied by stopgap measures to keep employees abreast of new developments in their fields, may suffice. The immediate effects on employee retention

may appear negligible. Yet, the long-term consequence of underinvestment in employees may well be an erosion of morale, workforce capability, mission accomplishment, and the ability to recruit and retain good employees.

The second impediment is a surplus of oversight. Reasonable controls and accountability are necessary. Yet agencies should scrutinize controls, and not just expenditures, to ensure that anticipated benefits outweigh expected costs. Too many justification and documentation requirements may be as harmful as too few, even if the harm is less visible or newsworthy. First, they may discourage organizations and employees from pursuing valuable or essential training. Second, they may divert the attention of management and staff in line organizations away from the mission. Third, they may divert staff in functions such as budget, acquisition, and human resources away from matters of greater financial and operational importance. Finally they may unintentionally make employee training and development more costly.

For example, tuition and travel become more expensive when an organization cannot move quickly enough to take advantage of early registration discounts, advance purchase fares, and other savings.

The seventh merit principle states that, "Employees should be provided training in cases in which such training would result in better individual and organizational performance." Those remain words for Federal agencies to live by and they serve as a caution against seeking short-term savings in training while forfeiting substantial long-term benefits. The challenge is not only to prevent excesses, but also to avoid false economies.

This article was written by James Tsugawa, Deputy Director, Policy and Evaluation for the "Issues of Merit" June 2013 edition (published by the Merit Systems Protection Board).



10 Things You Probably Don't Know About Federal Retirement

Taken from GovExec.gov article By Tammy Flanagan, July 19, 2013

How much do you know about the federal retirement system? Do you think you could pass not only introductory and intermediate courses on retirement, but Retirement 301, too? If so, you'd have to get decent scores on all of the retirement quizzes I've offered over the years. Even if you do have deep knowledge of retirement rules, practices and procedures, there might be a few things you don't know. Here are 10 things only the true experts know about retiring from a federal career.

1. Employees who separate from federal service in the year they reach age 55 are generally able to withdraw a partial payment or monthly payments from their Thrift Savings Plan accounts without incurring an additional 10% tax penalty. (See [Important Tax Information About Payments From Your TSP Account](#), Page 7)
2. There is a special computation for Civil Service Retirement System employees who have performed service abroad after 1986 with the Central Intelligence Agency, Defense Intelligence Agency or National Security Agency that provides a more generous retirement computation. There are also special rules for crediting certain service performed abroad for those under the Federal Employees Retirement System. (See [Chapter 50, CSRS and FERS Handbook](#), Page 18, [FERS Credit for Certain Government Service Performed Abroad](#), and [Public Law 101-193](#), Special Annuity Computation Rules for Certain Employees' Service Abroad.)
3. FERS employees who leave federal service after reaching their minimum retirement age (and before age 62) with at least 10 years of service (but less than 30 years, or less than 20 years at age 60 and 61) are able to postpone their retirement benefit to avoid a retirement age reduction. When such employees choose to receive the postponed annuity, they may be able to reinstate their Federal Employees Health Benefits (See [Chapter 40, CSRS and FERS Handbook](#), Page 10)
4. Most FERS retirees who receive the FERS annuity supplement must complete an annual earnings report to determine eligibility to continue receiving the supplement. There is an exception for special groups such as law enforcement officers and firefighters who retire younger than the FERS minimum retirement age. (See [Retirement and Insurance Form 92-22](#))
5. FERS employees will receive 100% credit for their unused sick leave beginning Jan. 1, 2014. This means that an employee who uses the retirement date of Dec. 31, 2013, will receive only 50% credit for unused sick leave. (See [Benefits Administration Letter](#), Jan. 12, 2010, National Defense Authorization Act Retirement

Changes)

6. When two federal employees are married, they can be enrolled in one self-and-family Federal Employees Health Benefits Program plan or they can choose to have two self-only enrollments (unless they have dependent children). Two federal retirees may change their coverage from one self-and-family enrollment to two self-only enrollments after they have retired. Both employees are considered covered by FEHBP and both will be eligible for continuous coverage. (See [Reference Materials, Annuitants and Compensationers, Eligibility for Health Benefits After Retirement](#), Office of Personnel Management)
7. Agencies are responsible for providing retirement counseling for federal employees, including assistance with deposits, redeposits and creditable service information; retirement estimates for specific retirement dates; specific retirement date selection support; help with completing the retirement application; and information to assist employees who are seeking sound financial planning information to help them avoid scams and fraud. (See [Chapter 40, Planning and Applying for Retirement](#), CSRS and FERS Handbook, and [Fact Sheets on Retirement Scams](#), Benefits Administration Letter, Aug. 16, 2011)
8. Employees who work beyond their full Social Security retirement age may apply for Social Security retirement benefits, widow's benefits or spousal benefits. There is no longer an earnings limit after reaching the full retirement age. (See [How Work Affects Your Benefits](#), Social Security Administration)
9. If a FERS employee dies prior to retirement and is survived by his or her current spouse (or certain former spouses with a properly worded court order or divorce decree), the surviving spouse is entitled to a lump sum death benefit payment of \$31,316.46 (for 2013) plus 50% of the employee's final basic annual pay rate if the employee had a minimum of 18 months of creditable service. If the employee had at least 10 years of creditable service, a spousal survivor annuity also is payable. (See [FERS Information: Survivors](#), OPM)
10. Many Americans receive their Social Security retirement benefits tax-free. This is not true for most federal retirees, however, due to the additional income from federal retirement benefits and investment income from the TSP. But most states allow tax-free Social Security income. (See [Benefits Planner: Income Taxes and Your Social Security Benefits](#) and Kiplinger's [State-by-State Guide to Taxes on Retirees](#))

Hyperlinks in this article are active in our website version of this newsletter.



Half-Day Pre-Retirement Training Seminar-2013

CSRS session topics: <ul style="list-style-type: none"> ➤ Overview of CSRS ➤ Survivor Benefit ➤ Voluntary Contribution Program ➤ Federal Employee Health & Life Insurance Programs ➤ Identity Theft Solutions ➤ Social Security ➤ Flexible Spending Accounts ➤ Annuity Calculation ➤ Thrift Savings Plan Allocation Strategies 	FERS session topics: <ul style="list-style-type: none"> ➤ Overview of FERS ➤ Survivor Benefit ➤ Voluntary Contribution Program ➤ Federal Employee Health & Life Insurance Programs ➤ Identity Theft Solutions ➤ Social Security ➤ Flexible Spending Accounts ➤ Annuity Calculation ➤ Thrift Savings Plan Allocation Strategies
--	--

TIME: 8:30am–Noon OR 1:30pm-5:00pm (each day) Registration will begin 30 minutes prior to the training

LOCATION: OKC Public Works Training Center, 3738 SW 15th Street, Oklahoma City

COST: No Cost

- [] I am registering for the CSRS session on Tuesday, October 29, 2013, 8:30 am-Noon
- [] I am registering for the CSRS session on Tuesday, October 29, 2013, 1:30 pm-5:00 pm
- [] I am registering for the FERS session on Wednesday, October 30, 2013, 8:30 am-Noon
- [] I am registering for the FERS session on Wednesday October 30, 2013, 1:30 pm-5:00 pm

Seating is limited to 50 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

AGENCY: _____

ADDRESS: _____

PHONE: () _____ EMAIL: _____

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
Or email to:	LeAnn.Jenkins@gsa.gov

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, substitute attendees are authorized and encouraged!



Informal Recognition: A Little “Thanks!” Can Mean a Lot

Taken from the June 2013 Issues of Merit, a publication of the US MSPB, Office of Policy Evaluation

One of the earliest lessons we learn as children is to say “Thank you.” On the playground, in the classroom, at home, and then at work, we learn the value of expressing genuine gratitude. Just as showing appreciation is critical for good personal relationships, it is crucial for good work relationships. When asked in a recent MSPB survey which rewards were personally most important in seeking out and continuing employment with their organization, 84% of Federal employees chose “Being appreciated.” This was selected more than “Opportunity for advancement” or “Awards and bonuses.”¹

Although employee performance recognition is a key component of performance management², such recognition may not occur quickly enough, often enough, or in a way that is truly valued. For example, a once-a-year formal performance reward linked to the performance appraisal does little to convey immediate appreciation for good actions performed by employees on a daily or weekly basis. Federal managers might do more to recognize and say “Thank you” to employees.

One way to express more timely gratitude for employees’ efforts is to cultivate the habit of providing spontaneous, real-time, *informal* recognition. Informal recognition comprises the everyday words and gestures of gratitude toward other employees, about their efforts and contributions. To be effective, informal recognition should be sincere and focused on demonstrating awareness of and appreciation for an individual’s work efforts. The recognition should be tied to specific behaviors and delivered soon after such behaviors.

The involvement of employees in providing peer-to-peer recognition is also essential because employees—by virtue of their regular interactions, communications, and teamwork with one another—are in an ideal position to provide timely and specific informal recognition. Informal recognition can be a powerful way of saying that what someone has done matters, and few would argue with the value of saying, “Thanks.” Further, informal recognition is cost neutral; it does not require a budget line, which is critical in this climate of appropriation cuts and severe resource constraints.

While there are many ways to express informal recognition—and we encourage each organization, department, and work group to identify what would work best for them—we wish to share a recognition initiative currently underway within MSPB. Results from the 2012 Employee Viewpoint Survey (EVS) indicated that there was opportunity for MSPB to better convey appreciation for employees’ everyday work. In an effort to address this finding, MSPB has launched a “Kudos” page on the agency intranet. This allows employees across the agency to publically recognize and express appreciation for other employees’ efforts in real time. Managers and supervisors may also use this tool to recognize employees for a job well done. MSPB expects the kudos page to foster a strong employee recognition culture.

Although informal recognition can be an effective way to reward employees, we emphasize that any efforts to use informal recognition must supplement (not replace) the formal rewards that are given to employees as part of the formal performance management and evaluation process. Indeed, while informal recognition can be an effective strategy for immediately conveying appreciation for an individual’s contributions, informal recognition is unlikely to be an equitable substitute for such rewards. Further, we caution agencies that some employees may not want to receive informal recognition or participate in an informal recognition system. Agencies should never force participation or give rewards that employees do not value. As discussed in MSPB’s report, “Federal Employee Engagement: The Motivating Potential of Job Characteristics and Rewards,” rewards are not created equal; what matters—for motivation and performance—is that employees value the rewards that they receive and that they see connections between their effort, performance, and valued rewards.³ The same holds true for informal recognition.

1. MSPB, *Federal Employee Engagement: The Motivating Potential of Job Characteristics and Rewards*, December 2012
2. MSPB, *Managing for Engagement—Communication, Connection, and Courage*, July 2009.
3. For more information, see MSPB, *Federal Employee Engagement: The Motivating Potential of Job Characteristics and Rewards*, December 2012



UPCOMING EVENTS



- Sep 2, 2013** **Labor Day**

- Sep 9, 2013** **FEB Conf Call w/OPM**
1:00 p.m. POC: FEB Office, 405-231-4167

- Sep 12, 2013** **Leadership FEB**
All Day CBP-National Air Training Center
Oklahoma City
POC: FEB Office, 405-231-4167

- Sep 12, 2013** **Diversity & Inclusion Workshop**
3738 Southwest 15th Street
Oklahoma City
POC: FEB Office, 405-231-4167

- Sep 18, 2013** **Interagency Training Council**
10:00 am Social Security Administration
Oklahoma City
POC: Javier Solis, 405-739-7538

- Sep 18-19, 2013** **FEMA Region VI FEB/FEMA meeting**
All Day EPA Facility, Addison, TX
POC: FEB Office, 405-231-4167

INSPIRATION CORNER

I want to work with people who feel intensely alive. I'd rather have them against me than indifferent.
—Martha Graham

People seem not to see that their opinion of the world is also a confession of character. —Ralph Waldo Emerson

Business is dependent upon action. It cannot go forward by hesitation. Those in executive positions must fortify themselves with facts and accept responsibility for decisions based on them. Often greater risk is involved in postponement than making a wrong decision.
—Harry A. Hopf

Character is the real foundation of all worthwhile success.
—John Hays Hammond

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:

- Michelle Coppedge, Director, FAA Mike Monroney Aeronautical Center
- Kevin Donovan, Federal Security Director, TSA
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Jim Finch, Special Agent in Charge, FBI
- Joe Gallagher, Deputy to Commanding General, Fires Center of Excellence, Fort Sill
- Jerry Hyden, Director, US Department of Housing and Urban Development
- Ross Marshall, Executive Director, Tinker AFB
- Dottie Overall, Director, Small Business Administration
- 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) 231-4167 or email to LeAnnJenkins@gsa.gov no later than the 15th 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: Vacant



National Active and Retired Federal Employees Association "Protecting the Future for Active and Retired Federal Employees"

The National Active and Retired Federal Employees Association (NARFE) is an association which is solely dedicated to the preservation of the earned retirement benefits of the federal employee. It is the **only** organization which is interested in this mission. It sponsors and supports legislation beneficial to present and future civilian Federal retirees and vigorously opposes those that would be detrimental. Nearly 50,000 federal retirees live in Oklahoma and have benefited from the efforts of NARFE, both nationally and at the state level.

Membership is open to civilians who expect to receive a federal annuity from any agency of the federal government, including retirees, employees, former employees, spouses and surviving spouses of persons eligible to join NARFE. Any current employee regardless of length of service qualifies for NARFE membership.

For more information about the Oklahoma Federation go to: www.narfeok.org or contact one of the chapters listed below:

District One		
CHAPTER 0278 TULSA'S FIRST KAISER LIBRARY 5202 S. Hudson, Tulsa, OK Contact: Dorothy Samuels 918298-6731 dsamuels99@sbcglobal.net	CHAPTER 2184 TULSA DAY-LITE MARTIN EAST LIBRARY E. 26 TH ST & S. Garnett Rd., Tulsa Contact: James Gillispie 918-299-9013 pmgillispie2@cox.net	CHAPTER 2333 TULSA NORTHSIDE Meets @ Rudisill Library 1520 N. Hartford, Tulsa Contact: Jeff Vaughan 918-598-3891 jv123032@chouteautel.com
District Two		
CHAPTER 0022, AZALEA MUSKOGEE KIWANIS SR. CENTER Contact: Paul F. Grice 918-682-7080	CHAPTER 0577, MCALESTER J. I. Stipe Rec Center, McAlester, OK Contact: Tom Freeman 918-906-7821 freemw@yahoo.com	CH 0656, CHEROKEE HILLS, TAHLEQUAH Go Ye Village Contact: Isaac Christie 918-456-9786
CHAPTER 0730, OKMULGEE AND OKFUSKEE COUNTIES Colonial Pancake House, Henryetta Contact: Ron Vick 918-623-1693 ron.vick@okstate.edu	CHAPTER 1017 TRI COUNTY, MIAMI Miami Senior Citizens Contact: Carol Mayfield 918-788-3626 cmayfield@ruralinet.net	CHAPTER 1684 TISHOMINGO METHODIST CHURCH Contact: Kenneth Davenport 580-371-2519 leahkend@netcommander.com
CH 1787 MAYES COUNTY, PRYOR MID AMERICAN GRILL 11:30 am, 3 RD Thur. Contact: Mrs. Maggie U Horstman 918-824-4519 muhorstman@yahoo.com	CHAPTER 2183 LAKE EUFAULA AREA Eufaula Memorial Library 11:30 am, 2 ND Mon. Every Other Month Contact: Frank DeShazo 918-799-5385 sdeshazo@crosstel.net	CH 2320, GRAND LAKE Charlie's Chicken 1721 S. Main St., Grove 12:00 pm, 4 th Tue. Every Other Month Contact: Gary A Trippensee 918-787-2440 ce30tripp@att.net
CH 2327 CRAIG COUNTY, VINITA, Vinita Senior Center 11:30 am, 2 ND Mon.ea. Month Contact: Alyce Cordray-Green, 918-256-4781 alyce511@hotmail.com		



District Three		
CHAPTER 0183, STILLWATER NEW CHINA RESTAURANT 11:00 am, 3rd Fri. ea. Month Contact: Lanelda McDaniel 405-743-4742 laneldajm@aol.com	CHAPTER 0369 ENID RAMADA INN, 11:30 am, 2 nd Mon. ea. Month Contact: Ellen Rathjen 580-233-2764 erathjen22@sbcglobal.net	CH 0749 CHISHOLM TRAIL, EL RENO Redlands Community College 11:30 am, 3 rd Mon. ea. Month Contact: Jerry Walker 405-354-7816 jerrywalker@cox.net
CH 0797 NO MAN'S LAND, GUYMON Does not meet regularly Contact: Robert B. Riddle 580-544-3084 email: betabuba@ptsi.net	CHAPTER 0909 ALTUS CONTACT FOR NEXT MEETING Contact: Ida Fay Winters 580-482-8934 literacy1@spls.lib.ok.us	CH 1209, SAPULPA Steak & Eggs Café 3 rd Thu. in Jan., Apr., July, Oct. Contact: Lee LeBlanc 918-227-2473 narfe1209@sbcglobal.net
CH 1346 WEATHERFORD Mark Restaurant 601 E Main, 5:30 pm, 2 nd Mon. ea. Month Contact: Elizabeth A Wilson 405-229-8495 helizabeth@cableone.net		
District Four		
CHAPTER 0130 NORMAN FURR'S BUFFET, MOORE, OK, 11:15 am, 3 rd Wed. ea. Month Except August Contact: JAMES MC CAMPBELL 405-364-4669 sam.johnson3@cox.net (secretary)	CH 0167 GREAT PLAINS, LAWTON HONG KONG BUFFET 4102 NW Cache Rd, Lawton 11:00 am, 2 nd Mon., Except July Contact :JACQUETTA J. CHANEY 580-492-5068 jackie55@tds.net	CHAPTER 0758 ADA VALLEY VIEW HOSPITAL CONF. RM. 11:00 am, 2nd Wed. Every Other Month Starts in Feb. Contact: KENNETH ROBERTS 580-279-6724 kenrob842@cableone.net
CH 0946 MID/DEL Twin Hills Club 3401 NE 36th, OKC 11:30 am 4 th Fri. ea. Month Contact: Billie Ripple 405-601-7404 rcaffax@cox.net 1ST VP	CH 2271 MARSHALL CO, MADILL BAPTIST VILLAGE 11:30 am, 3 rd Tue. ea. Quarter Contact: Doyle Blakely 5580-795-2712 drb_retired@att.net	
District Five		
CH 0184 CENTRAL OK Golden Corral 5702 NW EXPWY, OKC. 11:00 am, 3 rd Thur. ea. Month Contact: Betty J. Spreier 405-943-7313 bettyjwebb@cox.net	CHAPTER 0542 SHAWNEE SENIOR CENTER 11:00 am, 3 rd Wed. ea. Month Except July & August. Contact: LINDA AGEE 405-420-2135 agee.linda@yahoo.com	CHAPTER 0947 EDMOND Oklahoma Christian University Memorial Rd., Edmond, OK 11:30 am, 4 th Tue., . ea. Month Contact: Barbara Pritchard 405-249-1399 barbpritchard9999@gmail.com
CH 1176 CAPITOL HILL, Southern Hills Church of God 1029 W I-240 Service Rd, OKC 1:00 pm, 3 rd Fri. . ea. Month Contact: Bob Edwards 405-691-8077 rwebobedwards@hotmail.com	CH 1621 CHOCTAW Eastern Oklahoma Tech Center 11:30 an, 3 rd Tue. . ea. Month Contact: Laquinnia "Buck" Lawson 405-771-4196 laquinnia@sbcglobal.net	CH 1722 NORTHWEST, OK. CITY China Capital Buffet 6201 NW Expressway, OKC 11:00 am, 3rd Thur. . ea. Month Contact: Linda Resnick 405-524-3039 marvinresnick@sbcglobal.net

STATEWIDE CHAPTER, CHAPTER 2351 SOONER COWBOY
 MEETS ONCE/ YEAR ON DAY BEFORE THE STATE CONVENTION.
 Contact: Charles Stanphill, 918-493-2486, retiredmsg@cox.net



Diversity and Inclusion Workshop for Federal Leaders

Where:	Oklahoma City Public Works Training Center, 3738 Southwest 15th Street, OKC
When:	Thursday, September 12, 2013
Time:	Registration begins at 1:00 p.m. Workshop: 1:30 p.m.-3:30 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 29 will be used to order the books.)***

Name:	Agency:
Phone:	Email:

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.



SUN	MON	TUES	WED	THUR	FRI	SAT	
1	2	3	4	5	6	7	
8	9 1:00 FEB Conf Call w/OPM	10	11	12 Leadership FEB 1:30 Diversity & Inclusion Workshop	13	14	
15	16 Agency Visits: McAlester	17	18 10:00 ITC mtg	19	20	21	
Region VI FEMA/FEB Conf in Addison, TX							
22	23	24	25	26	27	28	
29	30	September 2013					

OKLAHOMA FEDERAL EXECUTIVE BOARD
 215 DEAN A. MCGEE AVENUE, STE 153
 OKLAHOMA CITY, OK 73102-3422
 OFFICIAL BUSINESS ONLY

We wish to thank the FAA Media Solutions Division for their monthly assistance in the duplication and distribution of this newsletter.