



INTERAGENCY CONNECTION

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Chair's Corner



In my first newsletter article as Chair of the Oklahoma Federal Executive Board, I want to thank the members for their vote of confidence and ask that you assist me in implementing future initiatives in response

to the needs of our federal agencies.

As Vice-Chair of our FEB, I've had the opportunity to be involved in many of our projects and work along the Chair and members of our Executive Policy Council. I am excited to carry on the efforts that began under Adrian Andrew's leadership and begin new ones as we identify areas of opportunity in response to national initiatives.

Our Federal Executive Board is active and successful due to the efforts, involvement and support of its members! I ask that you continue your support of our FEB and invite you to let me know if there is anything we may do to assist through the development programs or ideas that would provide a collaborative, interagency response to issues facing the federal workforce in Oklahoma.

I am pleased to introduce our incoming FEB Vice-Chair, Kevin Donovan. Kevin Donovan is the Federal Security Director of the Transportation Security Administration in Oklahoma City and has been a member of our Executive Policy



Council for several years.

In addition to Kevin Donovan, Adrian Andrews (now Ex-Officio) and myself, the Members of our Executive Policy Council for FY 2014 are:

- ✓ Michelle Coppedge, Director, FAA Mike Monroney Aeronautical Center
- ✓ 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 Overal, Director, Small Business Administration
- ✓ Betty Tippeconnie, Superintendent, BIA-Concho Agency

By now, each federal Leader in Oklahoma has received their annual assessment of "cost avoidance" from participation in FEB activities, meetings, and trainings. This will provide you specific feedback on your agency's cost avoidance through utilizing FEB resources, compared to similar training available on the market. Each year, I find the "cost avoidance" number to be enlightening. The assessment, provides additional validation of the benefits my employees and Agency receive as a direct result of an active FEB.

Julie A. Gosdin
Julie Gosdin, Chairperson

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Transition of Oklahoma FEB Officers

In October, the members of the Oklahoma Federal Executive Board met to transition officers.



Kevin Donovan & Julie Gosdin take Oath of Office from Adrian Andrews
Adrian Andrews, Special Agent in Charge, US Secret Service and the current FEB Chairman provided the oath of office to Julie Gosdin, District Director of the US Postal Service (incoming Chair) and Kevin Donovan, Federal Security Director of the Transportation Security Administration (incoming Vice Chair).

After assuming Chair of the meeting, Julie presented Adrian with his FEB Chairman of the Year Award, issued by the US Office of Personnel Management for his following accomplishments:

- Adrian Andrews supports our FEB's agreement with the Oklahoma Health Department by providing the law enforcement escorts necessary for the FEB if there were a Pandemic or biological release requiring medical supplies to be transported from the warehouse to our closed points of distribution. This initiative ensures our federal workforce (and their families) are available for the accomplishment of agencies' missions;
- He served as the Master of Ceremonies at the annual FEB Awards program;
- During his term, we have developed a website for the Arkansas Federal Executive Association and maintain it to support the federal community in Central Arkansas. In addition, the Oklahoma FEB has developed a

Congressional Handbook for the Arkansas FEA, similar to the Handbook developed for our Oklahoma leaders.

- This year, Adrian took it upon himself to identify documents useful for an incoming FEB Chairman. He was instrumental in the development of a Continuity Binder for FEB Chairs that could be maintained and passed from one Chairperson to the next. These binders were mailed to the 28 FEB Chairs, nationwide.
- In the aftermath of the May tornadoes, the Oklahoma FEB was requested to meet with the Secretary of Transportation. Mr. Andrews ensured we put our best foot forward, having the FEB staff compile an after action style briefing on the efforts from immediately after the tornadoes through to current ongoing efforts. He presented the information and efforts to the Deputy Secretary of Transportation, FAA Administrator, Deputy Secretary of RITA and the Department of Transportation's General Counsel.

In addition to the National Award, Julie presented the Chairperson's recognition award signed by the US OPM Director and an End of the Trail sculpture in appreciation of his service and leadership.



Adrian Andrews accepting End of Trail sculpture from Julie Gosdin



TSA Travel Tips - Traveling With Medication

Taken from <http://blog.tsa.gov/2013/09/tsa-travel-tips-tuesday-traveling-with.html>

With the approach of the holidays, we thought this TSA article may serve useful for employees planning to travel by air:



Photo Courtesy of NIH

One of the more popular questions we get from travelers is: “Can I travel with my medication.” The answer is yes, with some qualifiers. Here are a few tips that you might find helpful.

You can bring your medication in pill or solid form in unlimited amounts as long as it is screened.

Medication in liquid form is allowed in carry-on bags in excess of 3.4 ounces in reasonable quantities for the flight. It is not necessary to place medically required liquids in a zip-top bag. However, you must tell the officer that you have medically necessary liquids at the start of the screening checkpoint process. Medically required liquids will be subjected to additional screening that could include being asked to open the container.

You can travel with your medication in both carry-on and checked baggage. It’s highly recommended you place these items in your carry-on in the event that you need

immediate access.

TSA does not require passengers to have medications in prescription bottles, but states have individual laws regarding the labeling of prescription medication with which passengers need to comply.

Medication is usually screened by X-ray; however, if a passenger does not want a medication X-rayed, he or she may ask for an inspection instead. This request must be made before any items are sent through the X-ray tunnel.

For more information, you can contact:

The Contact Center hours are Monday – Friday, 8 a.m. – 11 p.m., Eastern time; weekends and federal holidays, 9 a.m. – 8 p.m., Eastern time. The TCC can be reached at 866-289-9673. Passengers can also reach out to the TSA Contact Center (TCC) (<http://www.tsa.gov/contact-transportation-security-administration>) with questions about TSA procedures, upcoming travel or to provide feedback or voice concerns.

Travelers or families of passengers with disabilities and medical conditions may call the TSA Cares helpline toll free 855-787-2227, 72 hours prior to traveling with any questions about screening policies, procedures and what to expect at the security checkpoint. A TSA Cares helpline representative is available during all TSA Contact Center hours.



Spotlighting Information in Public Service

Did You Know...



THE FEDERAL LAW ENFORCEMENT AND SECURITY ARM OF THE U.S. POSTAL SERVICE

U.S. POSTAL INSPECTION SERVICE

Mission Statement

The mission of the U.S. Postal Inspection Service is to support and protect the U.S. Postal Service and its employees, infrastructure, and customers; enforce the laws that defend the nation's mail system from illegal or dangerous use; and ensure public trust in the mail.

Who We Are

As one of our country's oldest federal law enforcement agencies, founded by Benjamin Franklin, the United States Postal Inspection Service has a long, proud, and successful history of fighting criminals who attack our nation's postal system and misuse it to defraud, endanger, or otherwise threaten the American public. As the primary law enforcement arm of the United States Postal Service, the U.S. Postal Inspection Service is a highly specialized, professional organization performing investigative and security functions essential to a stable and sound postal system.

Congress empowered the Postal Service "to investigate postal offenses and civil matters relating to the Postal Service." Through its security and enforcement functions, the Postal Inspection Service provides assurance to American businesses for the safe exchange of funds and securities through the U.S. Mail; to postal customers of the "sanctity of the seal" in transmitting correspondence and messages; and to postal employees of a safe work environment.

As fact-finding and investigative agents, Postal Inspectors are federal law enforcement officers who carry firearms, make arrests and serve federal search warrants and subpoenas. Inspectors work closely with U.S. Attorneys, other law enforcement agencies, and local prosecutors to investigate postal cases and prepare them for court. There are approximately 1,500 Postal Inspectors stationed throughout the United States and abroad who enforce more than 200 federal laws covering investigations of crimes that adversely affect or fraudulently use the U.S. Mail and postal system.

To assist in carrying out its responsibilities, the Postal Inspection Service maintains a Security Force staffed by approximately 650 uniformed Postal Police Officers who are assigned to critical postal facilities throughout the country. The officers provide perimeter security, escort high-value mail shipments, and perform other essential protective functions. The Postal Inspection Service operates a forensic crime laboratory staffed with forensic scientists and technical specialists. They assist Inspectors in analyzing evidentiary material needed for identifying and tracing criminal suspects and in providing expert testimony for cases brought to trial.

Taken from <https://postalinspectors.uspis.gov/>



Understanding new Hatch Act rules

Six months ahead of the first primary elections of the 2014 election cycle, government employees across the country should take notice of how, for the first time since 1993, Congress has expanded some public employees' ability to participate in the democratic process, under the Hatch Act Modernization Act of 2012.

An Act to Prevent Pernicious Political Activities, the official name of the Hatch Act, as enacted in 1939, has long prohibited federal employees (with very limited exception) and many state and local government employees from engaging in partisan political activity, threatening career-ending penalties for violations of any degree.

Before the new law went into effect in February, public employees whose salaries were paid in any part with federal funding were not allowed to run for partisan political office.

The least severe penalty that could have been levied against a public employee found to have committed even a minor Hatch Act infraction, e.g., forwarding a political email using their government email account, was a 30-day unpaid suspension.

The new law was signed by the president in December 2012, the same year the Office of Special Counsel (OSC), the federal agency charged with implementing the Hatch Act, received 503 new complaints of alleged Hatch Act violations, up from 445 in 2008, and from 108 in 1996 (the year of the first presidential election following the 1993 update to the Hatch Act), according to annual OSC reports.

It is unclear how the revised law will affect the number of new complaints filed with OSC.

However, it will assuredly reduce the number of Hatch Act violations that actually occur, reported to OSC or not.

The new law loosened restrictions on many state and local government employees. These employees, so long as not prohibited by state or local law, and whose salaries are not paid completely with federal funds, may now run for partisan political office.

And, employees and lower-level elected officials (such as Advisory Neighborhood Commissioners and members of the District's State Board of Education) of the District of Columbia, who were formerly treated the same as federal employees under the Hatch Act, will now be treated the same as state and

local government employees.

For federal employees, although it does not loosen restrictions on their partisan political activities, the newly revised law does allow OSC to acknowledge that not all unlawful political activities are equal.

Under the updated statute, OSC may now select from the full spectrum of traditional penalties to enforce the Hatch Act. So, instead of potentially ruining her career by facing a suspension of 30 days or more, the federal employee who forgets to remove a campaign button from her jacket before entering the office could merely be subject to a letter of reprimand, other minor discipline, or a civil fine up to \$1,000.

All actions brought by OSC against public employees will still be heard before the Merit Systems Protection Board (MSPB). But, unlike the range of penalties available against federal employees, the only penalty available for the MSPB to impose when presented with a Hatch Act violation by a state or local government employee is to force the employing agency to either remove the employee or forfeit a portion of its federal assistance equal to two years' salary of the employee.

Public employees seeking advice about their political activity under the Hatch Act may contact OSC for a written or oral advisory opinion.

Similarly, employers may contact OSC to request an opinion about the political activity of their employees.

Although it remains to be seen how the new law will affect the overall number of new complaints OSC will receive for alleged Hatch Act violations, there may be a boom in the number of advisory opinions issued by OSC, similar to the boom that followed the 1993 update.

So, if you have any questions about how the updated federal ethics law applies to either yourself or to someone you know, contact OSC for an advisory opinion; if experience has granted it wisdom, the agency should be expecting your (and thousands of others') questions.

Specific contact information for obtaining an advisory opinion may be found on the OSC website, www.osc.gov.

Taken from Federal Times Article, dtd September 16, 2013, written by Bill Bransford, managing partner of Shaw, Bransford & Roth in Washington.





Being A Better Leader: The Difference Between Reliability And Trust

www.govexec.com/excellence/promising-practices/2013/09/being-better-leader-difference-between-reliability-and-trust/70720/?oref=eig_online_nl

It'd be convenient to think that the world is a straightforward place, especially for those of us who are either in or aspire to be in positions of power in any capacity.

Whether we're talking about a federal managers or entrepreneurs gathering a team for their next startup, we might like to think that what goes into success comes down to two things: finding people who produce good work and, as the authority, making sure things stay that way.

Author Simon Sinek, however, begs to differ. In a TED talk on leadership, he provides a compelling argument that trust is not only the

lifeblood of success, but that being a leader goes well beyond simply fulfilling the expectations of a leader.

"Make no mistake of it," Sinek says. "Trust is a feeling, a distinctly human experience. Simply doing everything that you promised you're going to does not mean that people will trust you, it just means that you're reliable. And we all have friends who are total screw ups and yet we still trust them. Trust comes from a sense of common values and belief."

Sinek is the writer behind the book "Start With Why: How Great Leaders Inspire Everyone To Action." He is also a motivational speaker who has given many popular speeches on the subject of leadership, including this separate TED talk on [the art of inspiring people to action](#).

Production and results are indications of the progression of any organization, no doubt, but Sinek says that focus should also be afforded to something less tangible, but perhaps much greater. He says it is trust that has the ability

to inspire, push and motivate people to not simply succeed, but to act in ways that typically lead to revolutionary success.

"The reason trust is important is because when we're surrounded by people who believe what we believe, we're more confident to take risks," the New Jersey native said. "We're more confident to experiment, which requires failure by the way, we're more confident to go off and explore knowing that there is someone from within our community, someone who believes what we believe, someone we trust and who trusts us who will watch our back, help us when we fall over and watch our stuff and look after our children



Image: Nicoleta Raftu/Shutterstock.com

while we're gone."

This is no groundbreaking discovery, and neither is his advice that has been re-popularized by the news. Simon Sinek did indeed speak these words over two years ago, but in a world that is seeing tech startups spring up literally everyday, with equally interesting stories and ambitions, it might be important to revisit the foundations that the legends of the industry embodied.

Steve Jobs, who left Apple and had to come back, Howard Schultz, who left Starbucks and had to come back, and Michael Dell, who left Dell and had to come back, were all businessmen who were not only good at what they did but, as Sinek reminds us, but also fueled their companies to the top by promoting visions that they got everyone at their companies to believe in — the significance of this ethic and their influence underlined by the fact that all of their companies *needed* them to return.

(article continued on page 8)



The Retirement Wave You Didn't See Coming

Posted on GovExec.com by [Adam Cole](#), CEB, September 24, 2013



Image via Cardens Design/Shutterstock.com

You've likely heard of the impending government retirement wave. For a decade, agency leaders have been monitoring their workforce demographics with increasing concern. Low attrition rates combined with less hiring have produced a static employee base that grows older with each passing year.

Many employees have put retirement on hold during the economic and federal budget crises. This may delay any mass exodus from federal staffs, but it will increase the size of the wave in years to come. As agencies tweak workforce plans to account for these trends, they've rightly planned for the departure of their oldest employees. But they also need to consider employees under age 60, whose exit represents the single biggest risk to the continuity of operations.

There are roughly 650,000 federal workers in their 50s, which is twice the size of the group that is age 60 and older. Historically, many employees in their late 50s leave the civil service soon after they became retirement eligible. Many who want to continue full-time employment use their federal pension as a financial cushion while they seek opportunities in the private sector. Before the financial crisis, employees in their 50s accounted for roughly half of all federal retirements. By 2013, the number had dropped to 35 percent. So, during the past five years, tens of thousands of employees in their late 50s who might have otherwise left the federal workforce (based on attrition levels before the

economic downturn) have instead decided to stay.

There are three primary factors that led these employees to delay retirement, but recent developments are likely to reverse the trend.

First, the retirement system has changed. Actually, it changed in 1987 when the Federal Employee Retirement System was created, but the ripple effects are just starting as the first batch of employees who joined under FERS become retirement eligible. The new system provides greater retirement account portability through the Thrift Savings Plan and less emphasis on tenure, in the form of smaller and less progressive multipliers on the basic annuity. These features combined with pay freezes during the last three years have eroded the incentive to stay in the civil service after initial retirement eligibility.

The bigger economic picture has also affected retirement decisions. Stock market and housing prices declined abruptly during the financial crisis, which is notable because these factors account for most personal wealth. Retirement-eligible employees with smaller nest eggs—and, in some cases, less mobility due to underwater mortgages -- have lacked the confidence to make a major career move or to stop working. The situation has changed a lot in the past few years, however. Stocks have more than doubled after hitting lows in early 2009, and real estate prices also have climbed. In addition, private sector hiring has picked up, which presents more post-government employment options.

Not least among the reasons to expect an acceleration of retirements is employee morale. After three successive years of partisan gridlock, cutbacks, furloughs and an

(cont'd on page 8)



Being A Better Leader: The Difference Between Reliability And Trust (cont'd)

It's one thing to be a consistently fantastic entrepreneur, but it's a completely different thing to harness the power of trust. Trust is the idea that, lest we forget, is so strong that it influences people's decision making in such big ways, like parents placing their kids in the hands of familiar teens rather than anonymous seasoned professionals.

"Think about that for a second," Sinek says. "We'd rather trust our children, our most valuable possession on the planet, with somebody from within our community, with no experience over somebody with vast amounts of experience but we have no idea where they're from or what they believe. Then why do we do it differently at work?"

The suggestion that Sinek makes is simple. If anyone aims to replicate the revolutionary success or, at the very least, the effectiveness of the greatest leaders of our time, he or she must accept that it's important to consider the questions that those legends considered themselves.

"Why are we so preoccupied with someone's resume, and where they've worked and what they've done for our competition?" Sinek asks. "And yet we never think to consider what they believe where they're from. How can we trust them, how can they trust us?"

None of this goes to say that experience doesn't matter but, after considering Sinek's words, a better understanding of what it takes to succeed might follow and that understanding might align with something like this: once we marry a search for the right people (skilled people, good people) fueled by the the goal of finding common ground, motivation and beliefs between us, we will understand what great leadership is because it's important to remember...

"Leadership tells us why we're here in the first place, it reminds us why we came here. Authority tells us what to do or what goal to achieve."

The Retirement Wave You Didn't See Coming (cont'd)

overall degradation in the perception of government employment, morale among federal employees continues to plummet. Research from CEB, an industry advisory company, shows that productivity and retention is predicated on employees having sufficient resources, as well as a clear understanding of what's expected and how one's work contributes to organizational success. Feedback from the Office of Personnel Management's Federal Employee Viewpoint Survey indicates each of these drivers of engagement has been damaged in recent years. Some employees will stay at their agencies despite such developments, but those who are retirement eligible will increasingly vote with their feet.

Many agencies are rightly planning for the departures of their oldest workers, but few have considered what will happen when those workers' successors depart as well. Without the strong federal employment value proposition of years past, there's little doubt that more people will choose to retire from federal service at a younger age. The strongest agencies will be the ones that can answer the question: Who is the successor of the successor?

Adam Cole is senior director at CEB, a member-based advisory company.



Retirement-eligible? Know your RIF options

Taken from Federal Times article dated September 30, 2013 written by Reg Jones

Options available to employees who are eligible to retire when facing a RIF:

Immediate retirement If you have the right combination of age and service, you'll be able to retire on an immediate annuity, even if you aren't directly targeted by a RIF. Here are the rules, which are different for personnel under the Civil Service Retirement System and the Federal Employees Retirement System.

The immediate retirement rules are different for special category employees, such as law enforcement officers, firefighters and air traffic controllers. If you are covered by CSRS, you can retire at age 50 with 20 years of service; if you are covered by FERS, you can retire at age 50 with 20 years of service or at any age with 25.

Early retirement If you aren't eligible for immediate retirement, a general RIF notice won't qualify you for early retirement. You'll need a specific notice, which must identify your position as one that will be affected and that you will be separated from it on a specific date.

Rather than issue specific RIF notices, your agency may first authorize early retirements under Voluntary Early Retirement Authority or encourage retirements by offering buyouts to employees occupying certain positions under the Voluntary Separation Incentive Program. Note: If offered a VSIP, you don't need to be eligible to retire. You only need to be willing to leave and do so.

Whether offered a VERA, a VSIP or both, you'll be eligible for early retirement if you meet the age and service requirements, which are the same for CSRS and FERS.

Special retirement supplement If you are a FERS retiree, you'll receive a special retirement supplement if you retire after your MRA with 30 years of service, at age 60 with 20 years, or on early voluntary or involuntary retirement beginning at your MRA. If you are a special category retiree, you will receive the SRS regardless of your age.

The SRS approximates the amount of the Social Security benefit you earned while covered by FERS. It is paid until age 62 when you become eligible for a Social Security benefit. The amount you receive in your SRS is fixed. It won't be increased by any cost-of-living adjustments while you are receiving it. However, it will be reduced or suspended if you've reached your MRA and have earnings from wages or

self-employment that exceed the annual Social Security earnings limit. In 2013, that limit is \$15,120.

COLAs on retirement annuities The rules governing COLAs for CSRS and FERS retirees are different. If you are a CSRS retiree, you are entitled to receive them annually regardless of the age at which you retire. The same is true if you are a special category retiree under FERS. On the other hand, if you are a regular FERS retiree, you won't receive one until you reach age 62.

FYI: When the consumer price index is 2% or less, FERS retirees receive the same COLA as their CSRS counterparts. However, between 2 and 3%, they receive 2%, and at 3% or more, they receive the CPI minus 1%.

Deferred retirement Even if you aren't eligible to retire now, you may still be able to receive an annuity later on. For example, if you had at least five years of service when you left, you could apply for a deferred retirement at age 62. If you were a FERS employee who had 20 or more years of service, you could apply at age 60. In either case, your annuity would be based on your years of service and highest three years of average basic pay on the day you left. Note: FERS employees applying for a deferred retirement aren't eligible for the special retirement supplement.

Health and life insurance You must be covered under the Federal Employees Health Benefits program and/or the Federal Employees' Group Life Insurance program for the five consecutive years immediately preceding your retirement (or from your first opportunity to enroll) to carry that coverage into retirement. (Coverage under Tricare also counts toward the five-year requirement, as long as you were enrolled in the FEHB program when you retired.)

Fortunately, the Office of Personnel Management has some flexibility. If you haven't met the requirement to continue your coverage but are currently enrolled, you may be eligible for a pre-approved waiver.

A final note: If you are a FERS employee who is eligible to carry your FEHB or FEGLI coverage into retirement but you postpone the receipt of your annuity to a later date, you can re-enroll in those programs when your annuity begins. On the other hand, if you leave government and apply for a deferred annuity, you can't re-enroll in either program. .



A trust test for TSP ‘advisers’

Article taken from Federal Times “PersonalAdviser” article written by Mike Miles, October 7, 2013

I regularly browse message boards and forums for and about Thrift Savings Plan participants. Unfortunately, what I’ve found is troubling.

The range of understanding demonstrated by the questions people ask is incredibly wide. You can tell a lot about what people do and don’t know about the TSP and how to use it by the questions they ask. The high percentage of clueless questions concerns me since the effective use of the TSP will be the only thing standing between surviving and living for many career federal employees.

The only thing more troubling to me than the questions some people ask is the too-frequently inaccurate, misguided or irresponsible answers they receive. While I believe that the answers are almost always provided with the best of intentions, bad information and advice is often worse than none at all, regardless of the motivation behind it.

Some TSP participants appear convinced that they have “cracked the code” of investing and are eager to share their insights with others. Unfortunately, what they believe is good for them will not be good for you. Based on their inability to answer certain key questions, it’s unlikely that it will ultimately turn out to be good for them, either.

There is no one-size-fits-all (or even fits-most) investment strategy for the cash reserve target, asset allocation model, investment securities and rebalancing plan you’ll use in managing your portfolio. There are, however, certain universal components that are common to all reliable investment strategies. These are the things you must know before you can engineer an investment strategy that will support your needs with a minimum of risk.

Here is a list of questions any good investment strategist must be able to answer before being considered trustworthy:

- What is the statistically most sound expected return for each and every year of the period your financial plan—usually a single or joint lifetime—will cover?
- What is the basis for this expectation, and is it sound?

- How likely is the expected return to be realized in each investment period?
- What are the probabilities that the actual return will be lower than the expected return in each future planning period?
- What standard of living is the proposed investment strategy designed to support over the investor’s lifetime?
- What are the specific financial objectives that arise from the planned standard of living?
- What flows of cash into and out of the account will be required to achieve the financial objectives?
- How likely is it that the proposed investment strategy will produce results that threaten your ability to fund the planned standard of living, in the near or distant future?
- Is the person proposing the strategy willing to stand accountable for the quality of the advice they are giving and the results it produces for you?

I have yet to encounter anyone recommending a specific investment security, product or strategy to TSP participants through an online message board that can provide a satisfactory response to even one of these questions. Yet, selecting the right investment strategy is the process of answering these questions and comparing the results from the available candidates.

The nature of the questions being asked by TSP participants, and the nature of the answers they provide for important investing questions, are evidence that, like most employers, the federal government has placed a burden on its employees—acting as their own pension fund managers—that they are not prepared to handle.

It is incumbent upon you to educate yourself and to protect yourself from bad advice. Before you consider any investment strategy for your TSP account, ask the “adviser” to answer these questions. If there is hesitation or the answers seem less than reasonable, you’ll be safer moving on to a more trustworthy solution.

Mike Miles is a Certified Financial Planner licensee and principal adviser for Variplan LLC, an independent fiduciary in Ashburn, VA specializing in retirement planning for federal employees.



UPCOMING EVENTS November 2013

- Nov 11, 2013** **Veterans Day** 
- Nov 12, 2013** **Push Partner Seminar**
9:00 am
OKC County Health Dept.
POC: FEB Office, 405-231-4167
- Nov 14, 2013** **Oklahoma Field Federal Safety & Health Council Meeting**
10:30-12:30
POC: Stephanie, 405-954-0371
- Nov 20, 2013** **Interagency Training Council**
10:00 am
Rose State College
POC: Javier Solis, 405-739-7538
- Nov 28, 2013** **Thanksgiving**



INSPIRATION CORNER

Adoption and continuation of policies that incorporate a maximum of forward thinking should be the most vital single consideration of all executives.
—Charles Presbrey

Know your job, set a good example for the people under you and put results over politics. That's all the charisma you'll really need to succeed.
—Dylan Machan

Change is no modern invention. It is as old as time and as unlikely to disappear. It has always to be counted on as of the essence of human experience.
—James Rowland Angell

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
- 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 Overal, 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:** **Julie Gosdin**
District Director
US Postal Service, Oklahoma City
- Vice-Chair:** **Kevin Donovan**
Federal Security Director
Transportation Security Administration
- Ex-Officio:** **Adrian Andrews**
Special Agent in Charge,
US Secret Service, Oklahoma City

Staff

- Executive Director:** LeAnn Jenkins
Assistant: Lisa Smith-Longman
Detail: Greg Marcum, Fort Sill



SUN	MON	TUES	WED	THUR	FRI	SAT
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10	11  Veterans Day	12 OKCCHD Push Partner Seminar	13	14 10:30 OFFSC	15	16
17	18	19	20 10:00 ITC mtg	21	22	23
24	25	26	27	28  Thanksgiving	29	30

OKLAHOMA FEDERAL EXECUTIVE BOARD
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