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2005 Annual Report

Chairman's Greeting

I started the year with the goal of increasing the level of participation with the Greater Los Angeles Federal Executive Board and I am pleased to report that we accomplished that! Attendance is up at FEB programs, membership is high in our E-mail Forums and agencies' willingness to provide resources is unprecedented.

This has been a challenging year for Federal agencies and your support demonstrates that you see the necessity of active participation in organizations like the FEB which plays such a unique role. In 2004 when the future of the

GLAFEB looked bleak, it was a reminder to each of us how much we rely on the services that only the FEB can provide.

There is no other organization that exists for the sole purpose of helping Federal agencies achieve their goals, work together to reduce duplication, create efficiencies and support Federal employees.

Revisiting the issue of the inadequacy of local pay for Los Angeles Federal employees was another top priority this year. I am pleased to report that our Recruitment and Retention Task Force is doing ex-



**Tom Reid, Regional Director,
Los Angeles Passport Agency
& 2005 FEB Chairman**

cellent work in their efforts to raise awareness of the daily financial struggles our hard-working employees must endure to provide valuable services to the public in this high cost area.

Thank you for your support this past year and I look forward to many more years of active participation with the FEB.

Katrina Impact in the Southland

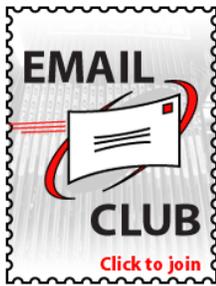
We salute the hundreds of Los Angeles based Federal employees who volunteered to support the response and recovery efforts in the Gulf Region. The FEB received hundreds of calls from individuals and agencies wanting to help and hundreds

more from the Public looking for access to FEMA services for loved ones.

We provided volunteers for the Salvation Army's **Operation Angel Island**. The Greater L.A. Area welcomed 8,736 evacuees. We pledge our support to our



Federal Family in the Gulf. We are grateful to the National Finance Center employees who processed our paychecks against all odds.



Given LA's vast geographic area and traffic congestion,, instead of Committees, we have E-mail Forums on the following topics. If you'd like to be added to the distribution list of one of these on-line forums, please e-mail Kathrene.Hansen@dhs.gov

- **College Outreach Forum**
- **Continuity of Operations Plan Working Group Forum**
- **Disaster Preparedness & Recovery Forum (Federal Only)**
- **Disaster Preparedness & Recovery Forum (Intergovernmental)**
- **Domestic Violence Awareness Forum**
- **Friends of the FEB Forum**
- **Human Capital Forum**
- **Interagency Mailbox / Public Affairs Forum**
- **Training Forum**
- **Travel Management Forum**

What People Area Saying About the FEB

“The FEB has been exceptional at communicating pressing issues, potential strategic planning agenda items, training opportunities, and service opportunities to all FEB Members.”

**James Slade, Warden,
BOP Federal Corrections Ctr, Victorville**

“Thank you for your help with the FEMA contact. It’s great to see the power of the FEB in action during a crisis! Even if we don’t have any money for you...this goes a long way in demonstrating the need to maintain and enhance our FEB resources!”

**Theresa Camiling,
Field Office Director,
L.A. Field Office,
Housing and Urban
Development**

“Your office is a valuable asset to the Federal agencies in general. You enthusiastically provide valuable support and offer outstanding sessions to help develop the professional Federal employee.”

**J. Kipling Louttit,
Capt., Commanding Officer,
U.S. Coast Guard**

“I appreciate your acknowledgement of the Navy and other services in attendance [Public Service Recognition Week Luncheon]. It afforded an opportunity to see the fine job the Board is doing within the community”

**CDR William Hogan,
Executive Officer, Naval
Weapons Station,
Seal Beach**

“You have us in your corner in support of the Board and the work that the FEB does to support all of the agencies. I’m impressed with what the FEB does for the people in government.”

**George Dutile, Asst.
Center Director, Citizenship & Immigration Services.**

“Your overview of the FEB mission and vision showcased how well it collaborates with other federal agencies to form a successful team. It was obvious to the class that the FEB serves as a vital link to many agencies in the sharing and dissemination of critical information that impacts Federal workers.”

**Michael Benov,
Warden, BOP, Metropolitan Detention Ctr.**



The Greater Los Angeles Federal Executive Board is grateful to the Department of Homeland Security, Customs and Border Protection, Los Angeles Field Office who are the sponsors for the FEB Staff Office as of April 2005. Thanks for your support.

U.S. Customs & Border Protection
U.S. Department of Homeland Security **CBP.gov**

Member Outreach/Customer Satisfaction Assessment

The FEB Chairman sent personalized letters to the heads of our 235 member agencies. 105 letters to agency heads that are "active" in FEB programs and 130 that are "inactive." In those letters we invited feedback as to why they do not use FEB services. The results of this survey was used to develop FEB programs and services

for 2005 and beyond. **Overall respondents said the GLAFEB is meeting their expectations**, which are: Information Clearinghouse, Shared Services, Coordination, Support Federal agencies, and Help agencies operate with fewer resources. **Reasons given for nonparticipation:** Scheduling Conflicts,

Traffic congestion, and Lack of agency interest and support. **The 5 most critical issues facing the Federal Government in the LA Area are:** Pay/Salary issues because of high cost of living, Inability to recruit quality candidates, shared training, telecommuting, and employee personnel issues.

FEB membership is automatic and mandatory by virtue of the incumbent being the senior agency official within the FEB's geographic boundaries. Based on this criteria, the **LA FEB has 235 Member Agencies.** Similar to inter-agency councils and working groups that operate in Washington, D.C., the Los Angeles FEB creates opportunities for Federal leaders to come together to accomplish common goals.

COOP Leadership Working Group launched in Los Angeles

Continuity of Operations Plan (COOP) L.A. Area Leadership Working Group (LAA-CLWG) was launched in the Greater Los Angeles Area in September 2005. The LAACLWG is co-chaired by **LCDR Tom Harker, USCG and Tom Ridgeway, FEMA Region IX.** This stand-

ing entity was established to promote the development of COOP plans and enhance our Federal Partners' overall emergency preparedness for a wide range of potential emergencies as mandated in Federal Preparedness Circular (FPC) 65. Membership is open to members from every Fed-

eral department and agency in the Los Angeles area. Membership is also extended to federal contractors designated by their Federal agency, as well as State and Local agencies. To participate e-mail tharker@d11.uscg.mil & Tom.Ridgeway@fema.gov.

Thanks to FEMA Region IX for their leadership in activating the Los Angeles Area COOP Leadership Working Group



Salute to Armed Forces - America Supports Our Troops

The forces of the United States military are located in nearly 130 countries around the world performing a variety of duties from combat operations, to peacekeeping, and training with foreign militaries. Some of these deployments have existed for nearly 50 years, as in Japan, Germany, and South

Korea, while other deployments have more recent origins such as the current occupation of Iraq. As of January 2005, approximately **250,000** soldiers, sailors, airmen, Marines, and Coast Guardsmen deployed in support of combat, peacekeeping, and de-

terrence operations. There are an additional 100,000 assigned to Germany, Italy, the United Kingdom or Japan to bases not actively supporting a combat operation. **Thanks to all of you from the Los Angeles Federal Community.**



Visit the FEB Website and Click on this Banner for links to sites dedicated to providing services to our Troop



Recruitment & Retention Agency Survey Highlights

64% of Federal Agencies in LA & SF have problems recruiting qualified staff

The problem is across the board, but the most difficult are Grades 5-9

37% of vacancies take more than 6 months to fill

Salary vs. Cost of Living is #1 recruitment obstacle

LA & SF are training grounds for employees who quickly leave for lower cost areas

Recruitment & Retention Project: Los Angeles and San Francisco FEBs

The FEBs in Los Angeles and San Francisco have joined efforts in increasing the awareness of the plight of Federal employees working in these high cost locations and receiving inadequate compensation relative to Federal employees in lower cost areas.

Many agencies have provided staff to work on this project. The Los Angeles FEB 2001 report titled: *"The Failure of the Federal Employee Compensation Act of 1990"* (available for review on our website) did not receive adequate attention because it was mailed just prior to the horrific events of 9-11-2001. The Task Force has delayed publishing

their 2005 report because of Hurricane Katrina, so look for our final product in early February 2006.

The Task Force has made much progress since it's creation:

Completed an Agency (*SF & LA*) and Employee Survey (*LA Only*)

Provided briefings to the staff of the California members of the House Government Reform and Homeland Security Committees, and our Senators.

Presented a proposal to the Federal Salary Council to request a realignment of the Los Angeles Locality Pay Area to provide more equitable compensation.

Provided a briefing to the House Government Re-

form Committee, Subcommittee on Workforce & Agency Organization and the Senate Committee on Homeland Security and Governmental Affairs, Subcommittee on Oversight of Government Mgmt, the Federal Workforce, and D.C.

Made a presentation to all AFGE Chapter Presidents in CA, NV, AZ and HI.

Thanks to all the task force members for your hard work and dedication to this issue.

A special thanks to **George Dutille & Anna Alarcon, DHS/ Citizenship & Immigration Services, CA Service Center** and their leadership for their significant contributions to this project.

Employee Survey Results

55% of employees stated that the high cost of living and related challenges impact their ability to perform their job at the optimal level

Many others said although their work performance does not suffer, their personal life, health, marriage and opportunity to spend time with their children is adversely impacted.

Of the 500+ responses received from Employees in the Greater L.A. Area:

- 77% felt they are not fairly compensated for the work they do in such a high cost area
- 70% plan to either leave California or leave the Federal government due to low salaries vs. high cost of living
- 75% did not know that Houston employees make more than their L.A. counterpart
- 69% unable to fully contribute to the TSP—because they need to pay for shelter and food
- 53% spend more than 30% of their gross income on rent or mortgage
- 62% have lived in California less than 10 years

FEB Website will stay on line!

www.losangeles.feb.gov

In July, the FEB was advised that we had until December 31, 2005 to bring our website into compliance with OMB A-130 requirements or it would be closed down.

Our website was created in 1997 by the Federal Aviation Administration, Asian Western Pacific Region. Since that date FAA has hosted our website and served as our webmaster. FAA provides awesome support for the FEB website, but this task was too large for their staff to per-

form as a collateral duty.

Since 2000, when President George W. Bush launched his President's Management Agenda E-Government Initiative, the FEB had requested in our annual budget that we get funds to bring it into full compliance with these requirements.

Since no funds were available, the FEB sent a plea for help to our members and many of you responded.

Thank You For Your Support.

A special thank you goes to

Stepheni Bodo, 21cfrconsulting and Everett Harper, retired CTO, LA County, DCFS, who are members of the U.S. Coast Guard Auxiliary and responded to **Cpt. Kip Louttit's** request for help with this project.

By everyone pulling together, we will be in full compliance by the deadline and the website will continue to serve our members. Please forward your suggestions as to how the site can better serve you.



Since its creation by Congress in 1939, the U.S. Coast Guard Auxiliary has served as a civilian, non-military component of the Coast Guard. Today, the 30,000 volunteer men and women of the Auxiliary are active on the waterways and classrooms in over 2,000 cities and towns across the nation. Each year, Auxiliarists save almost 500 lives, assist 15,000 boaters in distress, conduct more than 150,000 courtesy safety examinations of recreational vessels and teach over 500,000 students in boating and water safety courses. **The results save taxpayers hundreds of millions of dollars a year.** To learn more or to join visit: www.uscgaux.org

Shared MediAtoR Team!
Got an EEO grievance, workplace dispute or grievance?

BE SMART USE SMART
Shared MediAtoR Team

SMART

Provides **FREE** mediation services to the Greater Los Angeles Federal community with a high success rate!

We currently have the capacity to take on more cases—To request a Federally Trained Mediator, contact Veronica.Cook@dhs.gov

Guests Hosted by the FEB

During this past year, the FEB had the opportunity to host **Steve Watkins, Editor The Federal Times**. The FEB convened a round table of Federal executives who provided him with some insight about the issues facing the Federal work-

force in the field.

The FEB was honored to host **Lauren Chianese, a CORO Fellow** for her Government rotation. CORO is a very prestigious public policy and public affairs post graduate program.

At the request of the Los Angeles International Visitors Association & Cal Poly Pomona, we hosted a **delegation of public administrators from Mexico** and a **delegation of Human Resource Managers from China**.



www.coro.org





The Class of 2005, Leadership Associates Program, completed this year-round career development program in May 2005. The program culminated in a graduation ceremony on May 4, 2005 during Public Service Recognition Week.

Public Service Recognition Week is a time set aside each year to honor the men and women who serve America as Federal, state and local government employees. This joint celebration allowed Federal agencies to come together to

Leadership Associates Program & Public Service Recognition Week

honor the graduates and recognize individuals for outstanding accomplishments that exemplify public service and Federal employee generosity through the **Combined Federal Campaign**.

Recognition was also given to local charities such as **Lend a Helping Hand Outreach** and **The Foundation for the Junior Blind**. This year's program included entertainment by **Jan McInnis**, comedian and the **VISN Band**, made up of very talented VA Employees.

We truly appreciate the support of the local community at this event. A welcome

was given by the City of Long Beach, Deputy City Manager, **Reginald Harrison** and Colors were presented by the **Long Beach Polytechnic High School, Junior ROTC Color Guard**. (photo)

The Leadership Associates Program is currently in its ninth year and is expected to have tremendous growth in the future. It is designed to build a cadre of professionals with broad skills for the future and targets high-potential employees GS-9 through GS-12. Solicitation for the FEB Leadership Associates Program "Class of 2007" will be circulated February 2006.

Federal Employees Are Very Generous

The mission of the Combined Federal Campaign (CFC) is to support and promote philanthropy through a program that is employee focused, cost-efficient and effective in providing all Federal employees the opportunity to improve the quality of life for all. **Agency leadership support has had a tremendous impact on employee giving**. In LA County, Social Security Administration Teleservice is conducting their entire campaign through e-mails and has increased pledges by 46%. The U. S. Coast Guard reported that their campaign is going well despite employee support for fellow employees directly affected by Hurricane Katrina. In Orange County, events such as the LA Angeles of Anaheim baseball game and the 3rd Annual Federal Employees CFC Golf Tournament was held. Their goal for 2005 is to raise \$1.1 million dollars. The CFC is the only authorized solicitation of employees in the Federal workplace on behalf of charitable organizations. It continues to be the largest and most successful workplace fundraising model in the world.



InfraGard Los Angeles Members Alliance, Inc.

-A private sector organization sharing information and integrating assets with State and Federal resources.

The L.A. Chapter supports 17 Critical Infrastructure Sectors. The FEB leads the **Government Sector**, to learn more visit:

www.infragardlosangeles.org

Public Service Professional Development Series Enters 4th Year

The Federal Executive Board launched our 4th Annual Public Service Professional Development Series on November 17, 2005. If you haven't heard about this unique training development opportunity, look for it again next year because this year the series has completely sold out! Thanks to **Ira Needleman of the Greater Los Angeles VA Healthcare System**, Chairperson, FEB Shared Training Forum, we have acquired six expert trainers in the public service arena.

These well-known leaders have developed seminars tailored specifically for public service employees. They are designed to meet the inter-governmental training needs unique to any public service agency. This year's courses are: "Powering Selection Success" – *It's About Selecting the Right Employee for the Job*, "Motivation, Leadership and Increasing Human Effectiveness" – *Your Tools for Increasing the Efficiency and Productivity of Your Workforce*, "Strategies for Building Critical Thinking Skills" – *For Problem Solv-*

ing and Decision Making, "The Oz Principle" – *Creating a Culture of Accountability*, "People Skills for Project Managers" – *Tools for Successful Projects*, and "The Pygmalion Principle" – *Develop Skills that Positively Influence Employees and Teams*.

For more information on this program and how to contact the training facilitators we have used for this program, please visit the FEB website, "Training Services". Please send your suggestions for future series topics to the FEB.

Good luck to the many LA Federal Employees who Retired in 2005!

58% of supervisory and 42% of non-supervisory Federal workers will be eligible to retire by the end of FY 2010. More than 200,000 Federal employees are expected to resign over the next 5 years, according to OPM.



Thanks for Your Support of FEB Operations

Department of Commerce
 Bureau of the Census
 National Oceanic and Atmospheric Administration
 Department of Defense
 Defense Contract Audit Agency
 Department of Homeland Security
 Customs of Border Protection, LA Field Office
 Citizenship and Immigration Svcs, CA Service Center
 U.S. Coast Guard, Integrated Support Command
 General Services Administration, Public Building Service
 Department of Transportation
 Federal Aviation Administration, AWP Region
 Department of Treasury
 Internal Revenue Service
 IRS/Criminal Investigative Service
 Department of Veterans Affairs
 Veterans Integrated Service Network
 Greater L.A. VA Healthcare System



Scholarships for Federal Employees & Dependents

Each year the Federal Executive Board Chairs the Region XII FEEA Scholarship Selection. FEEA is a private, not-for-profit 501(c)(3) tax-exempt corporation that provides educational benefits and emergency assistance exclusively to civilian Federal and Postal employees and their dependent family members. FEEA receives no government funds. Virtually all of the operating revenue is derived from Federal employee contributions specifically pledged to FEEA #1234 in the Combined Federal Campaign (CFC). FEEA is truly "Federal Employees Helping Federal Employees." Scholarships are awarded to current civilian federal employees and their dependent family members (spouse/child) who are eligible to participate in this program. The committee evaluates the academic record, essay, recommendation, awards and community service activities of each applicant to determine and select winners. **This year in our Region, 18 scholarships were awarded ranging from \$500.00 to \$2000.00.** For more information, visit the FEEA website at www.feea.org.



**Federal Executive Board
Greater Los Angeles**

Vision Statement

The Greater Los Angeles Federal Executive Board will become the public service leaders' preeminent source for brokering intergovernmental initiatives.

Mission Statement

The Greater Los Angeles Federal Executive Board is the catalyst for developing partnerships to coordinate intergovernmental cooperation to advance local and national initiatives.



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***Influencing Others to
Work Together***



FOR FEDERAL EMPLOYEES
my.kaiserpermanente.org/federalemployees

Special thanks to Kaiser Permanente, Federal Employee Health Plan for funding the printing of the GLAFEB's 2005 Annual Report

Thank you to one of our long-time partners, the Graduate School, USDA-Western Region, who has supported us this year by sponsoring the Public Service Recognition Week Banner for the FEB, provided a luncheon and exceptional speaker for Federal Executives, supported our Leadership Associates Program and our Annual Holiday Reception.

www.grad.usda.gov



Strategic Management of Human Capital—FEB Role

Clay Johnson, Deputy Director, Office of Management and Budget views the FEBs as a vital link to advancing the Presidents Management Agenda (PMA) in the field. He routinely asks the FEBs to forward information about progress on the agenda to our agency heads. In the FEB's monthly status reports to OPM, we are required to report how we are contributing to the PMA.

The FEB is most aligned

with the PMA – Strategic Management of Human Capital.

In Los Angeles, we support this initiative through our Human Capital E-mail Forum and our College Outreach efforts.

The FEB frequently fills requests for Federal employees to speak to colleges and schools about careers in the Federal Government.

The FEB Executive Director serves on the Advisory Committee of many

MPA programs in the LA Area.

The FEB has a rich history of providing assistance to displaced Federal employees affected by downsizing and frequent conversations with individuals interested in Federal employment.

This year we launched a new partnership with the LA Unified School District which will provide more structure to our secondary school outreach efforts.