

2015 Annual Report

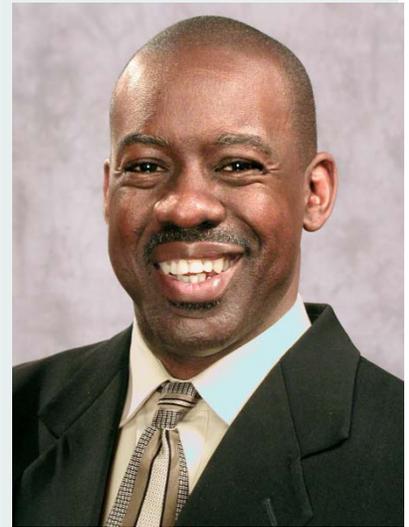
Welcome to the Greater Los Angeles Federal Executive Board (GLAFEB) Annual Meeting and Senior Executive Service (SES) Recognition Event. The GLAFEB's mission is to strengthen the management and administration of Federal activities and promote government leadership. We encourage interagency cooperation with the objectives of improved intergovernmental coordination, cost reduction, and better services to the public. I am proud to say that our combined Federal programs and efforts this year have reached millions of people in an effort to improve lives, keep people safe, and help to strengthen our country.

This past year, I had the honor of working with amazing people that led and supported this organization with self-confidence and perseverance. Thank you to the 2015 Board of Directors for their continued support and friendship in carrying out the mission of the GLAFEB. I especially want to express my appreciation towards Kathrene Hansen Kin, FEB Executive Director, and RayNell Crawford, Assistant to the Director, for their unconditional dedication and ongoing administration of the GLAFEB.

It always amazes me how quickly one year can come and go and I would like to take this opportunity to highlight some of the activities that were of special significance to me.

The GLAFEB provided both learning and networking opportunities through FEB hosted events such as the "Public Service Professional Development Series" and one-on-one referrals. The GLAFEB continued its mission of developing future government leaders through the participation of 41 Associates in the FEB Leadership Associates Program. The Leadership Associates were vital in the success of a variety of GLAFEB events and projects including survey analysis for the White House Advisory Group on SES Reform. This year GLAFEB also announced the expansion of the Presidential Management Council (PMC) Interagency Rotation Program (IRP) in the Greater Los Angeles area. This program matches high-potential GS-13 through GS-15 employees with a six-month interagency rotational assignment, enabling emerging Federal leaders to expand their leadership competencies and broaden their organizational experiences. The launch of the Emergency Communication Team Policy and Procedures was a collaborative achievement, one that demonstrated our unified strength as an organization. In our annual L.A. Area Continuity of Operations (COOP) Working Group Continuity Exercise, we once again had significant participation and it was an opportunity for employees to share ideas on how to increase our effectiveness in continuity planning. GLAFEB remains committed and shares its continued support of the Combined Federal Campaign (CFC) to improve the lives of all. Furthermore, this year we recognized 30 Federal employees at their worksites. It was a privilege to meet the dedicated recipients and to commemorate their exceptional commitment to federal service.

Thank you all for a remarkable year. In one way or another, your unique and genuine contributions to the GLAFEB have been instrumental in strengthening the management and administration of Federal activities in 2015. Once again, thank you to the Board for your leadership. Together we identified opportunities to share local Federal assets to save money and increase collaboration to improve services to the public. My most sincere gratitude and appreciation to all!



**Glen Banks, Area Director
Social Security Administration,
Tri-Counties & 2015 Chair, Greater
Los Angeles Federal Executive Board**



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2015 Board of Directors

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FEB 101

HISTORY OF FEB: A 1961 Executive Letter signed by President John F. Kennedy established Federal Executive Boards in cities where there is a large concentration of Federal agencies. They started in the Ten Federal Regional Cities and the L. A. FEB was established two years later. There are currently 28 FEBs nationwide.

PURPOSE: FEBs were created to bring the Federal Government closer to those we serve, be more responsive to local issues and serve as a conduit of information between Washington, D.C. and the field (where almost 85% of the Federal workers serve).

FUNDING: FEB staff in each of the cities where FEBs are located are paid by different Federal agencies. In Los Angeles, the FEB staff are employees of the Department of Homeland Security, Customs and Border Protection (CBP), Los Angeles Field Office, Mission Support Staff. The local Federal community is grateful to CBP for their support of the L.A. FEB Operation.

ROLE of FEBs: The Office of Personnel Management provides oversight of the FEBs nationwide and has assigned us the following **Business Lines**:

- (1)Emergency Preparedness, Security and Employee Safety
- (2)Workforce Development & Support
- (3)Intergovernmental & Interagency Collaboration and Community Outreach

HOW LEADERSHIP IS DETERMINED: FEB membership is automatic and mandatory by virtue of the incumbent being the senior agency official within the FEB's geographic boundaries, which for the Greater Los Angeles (GLA) FEB is Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara and Ventura Counties. In this area there are approximately 275 Federal agencies where the next level of supervision for the agency head is outside the GLA Area. According to the FEB Bylaws, each year the FEB leadership is elected by the membership and/or appointed by the current FEB Chair to serve as a member of the Board of Directors (BOD). The BOD sets the strategic objectives for the FEB for the year and oversees the activities of the GLAFEB. If you are the senior agency official and are interested in being considered for future FEB leadership positions, please contact a member of the FEB Board of Directors or the FEB Office.

Selected 2015 Accomplishments:

- *Emergency Preparedness/Continuity of Operations Working Group*
 - *Hosted Bi-monthly Training Sessions*
 - *Maintain 750+ Emergency Contacts*
 - *Earthquake COOP Workshop (195 attended)*
- *Local and Affordable Shared Training*
 - *36 courses offered*
 - *2,105 participants*
 - *\$887,779 in cost avoidance*
- *Leadership Development Programs*
 - *Graduate Class of 2015*
 - *Launched Class of 2016 (19th year)*
 - *530 Program Alumni Network*
- *Free Mediation Services*
 - *32 mediations conducted*
 - *\$1.3 million in cost avoidance*
- *College Outreach/Recruitment*
 - *Offered 12 campus workshops*
 - *Maintain 170+ LA Area College Contacts*
 - *CA Internship/Work Assoc. Officer*
 - *People with Disabilities emphasis*
 - *Veteran employment emphasis*
- *Employee Engagement Support*
 - *Maintain 250+ HR Email group*
 - *Technical Assistance for training*
 - *Employee transition support*
- *Combined Federal Campaign Support*
 - *Participate in National Transition Council*
- *Hosted Congressional Seminar – representatives from 24 Districts Attended*
- *Networking Opportunities either through FEB hosted events or one-on-one referrals*
 - *Support Public Affairs Council*
- *Identify opportunities to share local Federal assets to save money and increase collaboration*



Not Just for Executives

Only the senior agency official can be a “FEB Member,” however any Federal employee in the Greater Los Angeles Area may participate in most FEB programs and activities. If you are interested in receiving notices about FEB activities or information that we provide, please contact the FEB office and request to be added to one (or more) of the following subject matter groups that have open enrollment.

- **College Outreach** – *college faculty and staff*
- **Disability Issues** – *agency staff and community based organizations interested in information regarding Federal employment of people with disabilities*
- **Emergency Managers Group/Federal Agency** – *agency disaster preparedness and recovery coordinators, to include COOP Managers*
- **Emergency Managers Group/Non-Federal** – *intergovernmental partners and Infragard members involved in disaster preparedness and recovery*
- **Equal Employment Opportunity** – *agency staff involved in EEO issues*
- **Friends of the FEB** – *general FEB notices only, includes retirees*
- **Human Resource Managers** – *agency staff involved in human resource management, to include recruiting our future workforce and training current employees*
- **Public Affairs** – *agency staff involved in community outreach and public relations*
- **Travel Management** – *agency staff interested in receiving information on Government travel issues*



The Orange County Shared Training Consortium (OCSTC) was established one year ago. This first year we experienced a multitude of training opportunities shared with its participants. Contributors to these training opportunities include the Small Business Association, U.S. Customs and Immigration Services, the Food and Drug Administration and the Greater Los Angeles Federal Executive Board. Some of the training offered this year included Opportunities for Women in Federal Contracting, Leadership for Non-Supervisors, Project Management Principles, Advanced Time Management, Take Your Business to the Next Level, Advanced Writing, and Creative Thinking.

Based on the input received during the OCSTC's kick-off meeting November 19, 2014, the most requested training by participants was "Conflict Management and Resolution" and "Dealing with Difficult People." Training of this nature was held in two half-day sessions, July/August 2015. Robert (Bob) New presented an 8-hour course in two installments entitled, "Winning Negotiations and Effective Conflict Resolution Principles and Techniques". A total of 28 participants from 13 Federal agencies and 2 private firms partook of this training. Feedback was very positive.

Throughout the year, some agency training officers have moved on to other opportunities or have retired. As coordinator for the Orange County Shared Training Consortium, Richelle Richter has enlisted the support of Mr. Tyson Miller, Defense Contract Audit Agency, to reach out to these agencies to obtain a new contact. Mr. Miller is a Federal Executive Board Leadership Program participant (Class of 2016), and his program project will be assisting Richelle to bring those agencies back in touch with the Consorti-

um. Now that the Orange County Shared Training Consortium has established itself, Mr. Miller will also reach out to the agencies that did not initially express interest at the time the Consortium was established, in the hopes they will reconsider. Our desire is to continue spreading opportunities to all of the Federal Agencies within Orange County.

Our goal is to provide two training opportunities per year. The next training topics identified by the Consortium participants in November 2014 are Crisis Management and Emergency Preparedness. Conference space for this training has been reserved at the FDA at Irvine Facility and is anticipated to take place at the end of February or the end of March 2016. We look forward to another successful gathering of Orange County Shared Training Consortium participants, and we are hopeful that new members will enjoy all there is to offer.

Appreciation is expressed to Cheryl Pereira, Small Business Association, Santa Ana; Marcus Darling, U.S. Customs and Immigration Services, Laguna Niguel, and Kathrene Hansen, Director, Greater Los Angeles Federal Executive Board, for their input, active support and the dedication given to this wonderful endeavor! We know your time is precious!

Whether or not you are a participant of the Los Angeles or Orange County Consortium, we are always looking for others to get involved. If you have unoccupied slots in a training session, please do not let those slots go empty. Spread the wealth and contact Kathrene, Sara or Richelle. We will do our best to fill those slots with participants from another agencies in your County. To request or suggest a training topic, to offer training, or to join either the Los Angeles County or Orange County Consortium please contact us. For Los Angeles County: Sara Mooney at DTLAConsortium@gmail.com. For Orange County: Richelle Richter at Richelle.richter@fda.hhs.gov. If you have free training space to offer, please contact the FEB office.

Southern California
FEDSgetFIT



Left photo: Stretching with Dahn Yoga & Blue Shield FEHB Representative before Fun Walk/Run on Long Beach **Right photo:** Race on The Base —Feds Get Fit Booth with RayNell Crawford, FEB staff & Kaiser FEHB Team

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Special thanks for funding the printing of the GLAFEB's 2015 Annual Report

White House Advisory Group to Improve the Senior Executive Service

The GLAFEB was given the opportunity this year to collaborate with this prestigious White House Advisory Group. It is fitting that members of the FEB Leadership Associates Program who themselves are future Federal leaders conducted the research and developed the report presented to the Advisory Group. On the team was **Melky Aleman**, U.S. Air Force-Space and Missile Command, **Sylvia Argueta**, Department of Labor, **Latasha Black**, Drug Enforcement Administration, **Erika Burch**, Customs and Border Protection, **Pamela Ervin**, Defense Contract Management Agency, **Dane Henderson**, Transportation and Security Administration, **La Juanna Taylor**, U.S. Air Force-Space and Missile Command, and **Brittany Thielen**, Defense Contract Audit Agency.



The report collected feedback from two separate groups of current Federal employees. The first group were currently GS-15 and below. The second group was current members of the Senior Executive Service (SES).

The GS15 & below survey looked at the awareness levels of field employees in their overall understanding of the SES program. The SES survey focused on what elements, if any, would promote positivity to the SES program to make the program more rich and fluid.

The report summarizing the survey findings was presented to the Advisory Group in conjunction with the FEB Annual Meeting and Recognition Event. This year we added special recognition of the SES Members in the Greater Los Angeles Area to honor their leadership, commitment and excellence in the Senior Execu-



The CFC continues to be the most successful workplace giving program. In 2014, the CFC of Greater SoCal raised around \$3.8 million from Federal employees from San Luis Obispo, Santa Barbara, Ventura, Los Angeles, Orange, San Bernardino and Western Riverside Counties. Each year coordinators and keyworkers from the 7 counties implement best practices of fundraising to help drive the CFC as they help raise fund for nonprofits locally, nationally and internationally. With the leadership of Evelyn Woolridge, Manager Ex-

ecutive Service, FAA and 2015 CFC chair, we expect this year's campaign to be just as successful. The funds raised support many issues such as the environment, animal assistance, afterschool programs for kids, health research and the arts just to name a few.

It all starts in the spring when charities are given the opportunity to apply to be part of the CFC. Federal employees come together for one day and review applications. This year we had about 25 Federal employees come to downtown LA to review over 300 applications from local charities.

The process continues in the fall when each Federal facility assigns a coordinator and keyworker to run their fundraiser. Training the coordinators and keyworkers is a key step as we gear up for the campaign. This year we had regional trainings in Long Beach, Laguna Niguel and Riverside with each having a charity fair. Charity representatives came to the training providing coordinators information on what services their charities have been providing since last year. We also helped with the keyworker training at the Ventura Navy Base with approximately 50 individuals in attendance.

The CFC of Greater SoCal truly appreciates the support we get year after year from all those involved. The support we get from the LFCC members in helping us with the overall goal. The Eligibility Committee who help us screen applications. Thanks to the USPS from the Santa Ana District for assigning us a Loaned Executive, Darren Gonser and thanks to the USPS Los Angeles District for assigning us a Loaned Executive, Wendi Greene for yet another year. The coordinators and keyworkers at each of the Federal facilities are the driving force of the CFC's success and we truly appreciate the efforts. They help raise the funds that provide financial support to charities that strive to make our local communities and global communities a better place for all. If a Federal employee knows of any charity that is not currently participating in the CFC and would to find out how they can apply, visit our website for more information at www.cfcogreatersocal.org

This has been a year of growth and momentum for Young Government Leaders Los Angeles (YGL-LA). We began the year with the YGL-LA 2015 Volunteer Day at the CFC charity Foodbank of Southern California where we prepared food boxes for SoCal families. Next, YGL-LA held a joint mixer with Asian Pacific American Legislative Staffer Network (APALS) and Blacks in Government Los Angeles Long Beach Chapter (BIGLALB) which showcased the diversity of experience and backgrounds of YGL-LA's members and friends. The event also collected donations for Habitat for Humanity of Greater Los Angeles.

We capitalized on our growing membership and success with the 2015 Speaker Series in downtown Los Angeles in July. The theme of the event was transitioning from an expert to a manager. The featured speaker was **Ed Laughlin**, Assistant Director of the Government Accountability Office, who shared his own experiences about continuing to be both an expert and manager. YGL LA also utilized the event to raise funds and bring awareness to the 2015 Special Olympics.

Lastly, we shared the experience of one of our board members with all YGL-LA members who attended the Next Generation of Government Training Summit (NextGen) in Washington, DC. NextGen 2015 was inspirational and well-organized. Co-hosted by GovLoop and Young Government Leaders, the event aimed to educate, inspire, and train government employees who are of Generation X and Y. The ideas shared during the event were relevant to anyone who works in government and needed some reinvigoration in mind and spirit. The keynote speakers, pitched innovative ideas and discussed topics ranging from “the six essential skills to be an entrepreneur” to the power of sticky notes and challenging the traditional ways of running meetings. NextGen in DC can be a valuable tool in any young government employee's tool box.

YGL-LA Student Ambassadors

In August, YGL-LA and YGL-LA Student Ambas-

sador program volunteered at the UNCF WALK LA at the 33rd annual walk for education. The walk with a purpose helps to support more than 60,000 students a year and build a more diverse workforce. It was a great event with a diverse group. Earlier in the year, YGL-LA Student Ambassadors also shared their experiences and the benefits of careers in Federal government at the Career Day held at San Pedro High School in May.

Finishing 2015 and Continued growth in 2016

For 2016, we will continue building on our success and growing our partnerships.

Please encourage your team members to send in their résumés for open board positions to tayo.younggovla@gmail.com and become members (<http://younggov.org/chapters/los-angeles/meet-the-team/> click on become a member and select Los Angeles)

The Federal Executive Board values our collaboration with the Young Government Leaders and plans to create more opportunities for LA Area Federal leaders to meet with our future leaders!



Tayo Agboke, YGL-LA President / USC MPA and **Ed Laughlin**, Assistant Director of the GAO at the YGL-LA 2015 Speaker Series

MEET DIG SOCAL!

In continuation of the vision of **Richard Hoffpauer**, the Diversity & Inclusion Group of Southern California (DIG SoCal), formerly the Greater Los Angeles Diversity committee, remains committed to positively and productively impact federal, state, and local agencies, as well as communities within the Southern California region. Through outreach efforts and collaborative leadership, DIG SoCal aims to celebrate diversity and inclusiveness by supporting diversity initiatives, co-hosting events, and participating in educational forums. DIG SoCal will work with regional stakeholders to support strategies intended to foster a greater understanding and appreciation for diversity awareness within the federal government and SoCal community.

A team of highly motivated federal employees has been assembled from agencies across the region to ensure the SoCal community gets the best diversity advocacy representation that Southern California has to offer! Meet your DIG SoCal construction team (all are current or past members of the FEB Leadership Associates Program):

- April Charnota**, U.S. Department of Transportation (Project Lead)
- Daniel Lodevico**, U.S. Department of Justice (Special Projects Liaison)
- Francisco Maldonado**, U.S. District Court (IT)
- Kenneth Jackson**, U.S. Equal Employment Opportunity Commission (Marketing)
- Michael Stevens**, U.S. Department of the Treasury (Advisor & Special Projects)
- Tymon Manning**, U.S. Peace Corps (Outreach)

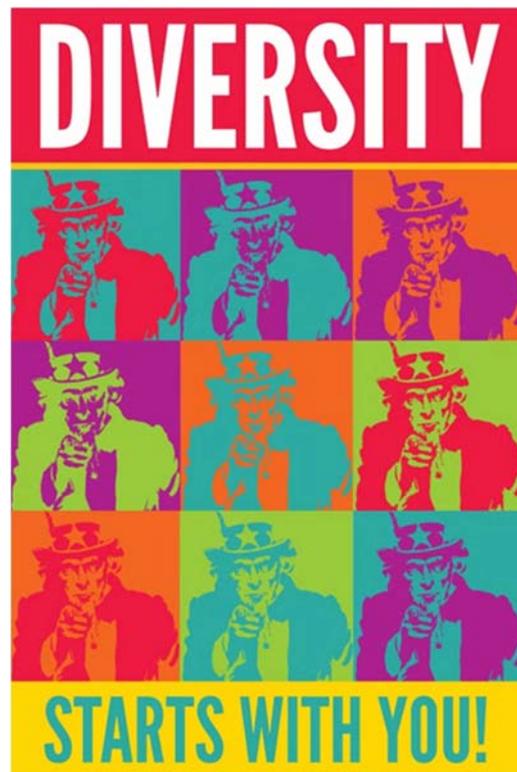
If you are interested in participating in DIG SoCal, please contact April Charnota, Project Lead and Acting Chair, at: april.charnota@dot.gov. Stop in and visit our new website soon www.digsocal.gov.

Celebration Picture from Graduation Ceremony for Class of 2015



Applications for this program are accepted every April!

"FEB Leadership Associates Program is such a great program. It has opened my eyes and motivated me to take on a few new projects for my agency!"
- Graduate Class of 2014



*This poster was designed by **Cheryl Little** of the U.S. District Court at the time of the March 2015 Poster Contest.*

WELCOME FROM THE 2016 FEB CHAIR

Over the past five years, I have had the opportunity to work with Federal Executive Boards in several of my assignments and duty locations. Since my return to Los Angeles over a year and a half ago, I am grateful for the opportunity to participate in the great work of the GLAFEB and to truly appreciate the depth of talent, creativity, and energy our exceptional organization embodies. It is in this spirit of gratitude that I am both humbled and honored by the opportunity to serve our Southern California's Federal workforce as the 2016 Chairperson. Since inception by Presidential directive in November 1961, this organization and 27 other FEBs nationwide have served to spearhead intergovernmental collaboration and to sustain the connection for the many of us who spend our careers outside of the Washington, DC area.

Please, join me in congratulating three-time Chairperson Glen Banks and the 2015 Board for an outstanding year of accomplished service. Glen has worked tirelessly in consecutive terms over the past two years to lead our FEB in the long standing tradition of excellence that

the GLAFEB has become known for while maintaining a vision of the future.

One of the long standing strengths of our FEB is investment we make in our collective futures by providing cost effective training programs for our most important resource...our employees. Over this past year, I have been fortunate to have had the opportunity to work directly with a group of our Leadership Associates. In working with this group of dynamic young future leaders, I was inspired by their views of the future, their dedication and enthusiasm for our project, and their willingness to share their perspective while focusing on the quality of the final collaborative effort. As the project is closing, I walk away with a tremendous sense of confidence in the generations of future leaders who will maintain mission continuity, adapt to change necessary for success, and propel our organizations forward.

As we close the chapter on 2015 and open a new one, I invite and encourage your participation in the many local and affordable opportunities FEB programs

designed to identify, develop and inspire our future leaders. However, achieving this goal will require your involvement and support. I am confident the 2016 Board leadership is up for the task and our shared successes will depend on your participation. I am excited by the prospect of what we can accomplish together and am confident that 2016 will be a cutting-edge year for the GLAFEB.



David Shinn,
Warden, Metropolitan
Detention Center,
Bureau of Prisons.

FEB Place-Based Public Service Award Program

Throughout the year the FEB Leadership devoted a great deal of their time making this program a success. The agencies appreciated the opportunity for the employees to be recognized amongst their peers. Thanks to all the judges for giving of their time to review the 33 Nominations we received - every nomination is reviewed by 3 judges, all are members of the FEB Board of Directors or their designee. We had two cycles of award nominations for the eight different categories. 11 of the Nominations were presented Public Service Awards at 8 different locations honoring 30 employees. There were more award winners selected, but we will count those presentations in 2016 after they are scheduled.

Community Service Award

Ryan D. Cross, United States Coast guard

Distinguished Public Service Career Award

Deborah Lasker, Greater Los Angeles VA Healthcare System

Individual Accomplishment Award

Jennifer Conlan, Citizenship & Immigration Service
Kieth V. Philaphandeth, Space and Missile Center, LA Air Force Base
Nathan Terrazone, Space and Missile Center, LA Air Force Base

Leadership Award

Major Michael A. Rupp, Space and Missile Center, LA Air Force Base

Team Accomplishment Award

Geosynchronous Space Situational Awareness Program, Space and Missile Center, LA Air Force Base

Self-Development Award

Giselle Henry, Greater Los Angeles VA Healthcare System

Partnership Award

Herminio Francisco, Food and Drug Administration

Young Government Leader Award

Giovanni Boyd, Transportation Security Administration
Michael Mondragon, Greater Los Angeles VA Healthcare System

