

# 2016 ANNUAL REPORT

As 2016 draws to a close, it has been an honor to serve as Chairman of the Greater Los Angeles Federal Executive Board (LA FEB) this year. I am humbled by the opportunity to work with so many inspirational Federal leaders whose positivity and creativity have such a profound impact in the community we serve. The essence of the FEB concept and our reality is simply that by working together and leveraging our resources we all achieve more.

As I reflect on our accomplishments for 2016, I was struck by what our FEB has achieved with a 2-member staff, a miniscule budget and several willing volunteers. In addition to the accomplishments highlighted in this Annual Report, our FEB's Continuity Working Group continues to be the "go to" source for continuity program support and have hosted many programs for area emergency managers this year. We are very grateful to the Transportation Security Administration leadership for the commitment and support of our Emergency Communication Team. During this year, our FEB offered 32 courses attended by more than 1600 participants with an estimated cost savings of almost \$340,000. We conducted 37 mediations for agencies which produced an estimated cost savings of \$1.7 million.

Over the past several years, the FEB has given me the opportunity to meet new people, learn about other agencies, and I look forward to many more years of continued collaboration. I want to personally thank each and every individual and agency that has contributed towards our combined accomplishments this year. I encourage anyone who is unfamiliar with the Greater Los Angeles FEB to inquire how they can get involved and become part of a truly remarkable team. Happy holidays and best wishes for a great new year!



David Shinn, 2016 FEB Chairman & Complex Warden, Bureau of Prisons, Federal Correctional Complex, Victorville



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# ORANGE COUNTY



# CONSORTIUM

The Orange County Shared Training Consortium was established in 2014 and is maturing into a wonderfully cooperative venture.

In addition to the agencies highlighted in this article, contributors to the O.C. Consortium included the **Small Business Administration, Office of Personnel Management, the Food and Drug Administration** and the **Greater Los Angeles Federal Executive Board**.

In March 2016, a 4-hour “Emergency Preparedness” training session was held at the FDA Irvine facility. Speakers for this meeting included **Donna Boston**, Director, and **Sara Kaminske**, Assistant Emergency Manager with the **Orange County Sheriff’s Department**, Emergency Management Division; **Manny Tau**, Psy.D., Clinical and Forensic Psychologist with **Nothreat.com**; **Robyn Moses**, Director of Mental Health Services, **Huntington Beach School District**; and a representative from the **American Red Cross**. Topics included (1) Emergency Management in the OC!, (2) Targeted Violence, Threat Assessments & Threat Management, and (3) Disaster Psychology. There was even a “guest speaker” from the **FBI**, provided real-life experiences from the dark side. A total of 21 participants from

8 Federal agencies participated in this training. Feedback was very positive.

In November, 2016, the FDA hosted a Federal Retirement Outreach Session. Speakers and their respective topics were: (1) **Randy Urban, Federal Retirement Thrift Investment Board**, “Thrift Savings Plan”; (2) **Susan Arthur, FINRA Investor Education Foundation**, “Thinking Money and Avoiding Financial Fraud”; and (3) **Peter Kane and Carol Lally, Securities and Exchange Commission**, “SEC Examination Findings and Enforcement actions Involving TSPs.” This meeting was attended by 74 individuals from 14 Federal Agencies. It received such positive feedback, we are making plans to hold this at least once per year.

In addition to hosting training sessions - **the consortium shares availability of extra seats at training courses being offered by Federal agencies in Orange County**. If you have unoccupied slots in a training sessions (anywhere in the Greater L.A. Area), please do not let those slots go empty. Spread the wealth and contact the FEB. We will do our best to fill those slots with participants from other agencies. As agency personnel change

**Richelle Richter**, who serves as the Coordinator for the Consortium works tirelessly to stay connected to agencies with a presence in Orange County. She plans to schedule a planning session in early 2017 - so please send her your training contacts.

Whether or not you are currently a participant of the OC Consortium, we are always looking for others to get involved. To request or suggest a training topic, to offer training, or to join the Orange County Consortium please contact **Richelle.Richter@fda.hhs.gov**

**We would like to replicate this successful model for Downtown L.A. and The South Bay. If you are interested volunteering to help make this happen—please contact the FEB.**

Area Federal agencies are always looking for free training space in the Greater L.A. Area - if you have something to offer, please let us know.



Educational Program Specialist Ira Needleman

Thanks to **Ira Needleman** and the team at the **Department of Veterans Affairs Greater Los Angeles Healthcare System** - this year the FEB launched its 15th Annual Public Service Professional Development Series. Ira has led the FEB’s Shared Training Forum since 2002 when we first envisioned this six-part series. Since we are in Los Angeles - we consider Ira the FEB Talent Scout! He has worked tirelessly in assisting with the planning and development of programming for our annual series. We receive numerous training proposals and promotions and Ira’s discernment and expertise in the area of identifying and selecting the top trainers and motivational speakers for affordable leadership training have been invaluable to the FEB. The full-color well-designed brochure helps the FEB market this valuable program and that is a result of the creative genius of **Scott Hathaway** of the VA’s Medical Media staff. Thanks to the support of the VA’s leadership— and in particular Ira’s supervisor **Harold Goings**, the FEB has been able to offer this high quality, local and affordable training which has benefitted more than 1500 employees in the past 14 years!

# Young GOVERNMENT LEADERS —LOS ANGELES—

We've grown to over 1,100! However I believe we have only scratched the surface in terms of our capacity to impact good governance and good work in Southern California. We began the year with the Young Government Leaders Los Angeles (YGL-LA) annual YGL-LA Volunteer Day on Saturday afternoon March 26. We had fun baking cookies, brownies, and more for families staying at the Ronald McDonald House in Long Beach.



## Leading by Example

YGL-LA President **Tayo Agboke** was a Mock Interviewer United Friends of the Children(UFC) Career day March 12 at his alma mater University of Southern California. UFC is dedicated to the premise that foster youth deserve a successful adulthood. 70% of UFC College Sponsorship Students graduate from college. 74% of UFC active Pathways Alumni are employed compared to the 51% of foster youth are unemployed within 3 years of leaving care.

## Mentoring Chicago Chapter Launch

We shared our principles and tips for growth with the Chicago Federal Executive Board . We answered questions and provided guidance for the successful launch of the Chicago Young Government Leaders Chapter earlier this year.

Southern California  
**FEDSgetFIT**



## Basketball tournament

To encourage our members and all Federal Employees to get and stay fit, we worked with Greater Los Angeles Federal Executive Board to orchestrate and implement the Feds Get Fit Basketball tournament. The many teams laced up their sneakers for some fun with friends and exhibited some great Esprit de corps. It took many volunteers to put on this event and we are grateful to them. Special thanks to Tournament Directors - **Michael Biggles** of the **Social Security Administration** and **Jeff Chao** of the **Department of Labor**. In addition the tournament logistics were managed by **Erica Castillo & Marcos Mendoza** of **Customs and Border Protection**.

**Call to action 2017** : For 2017, we will continue building on our success and growing our partnerships. We will be drawing from our membership for our initiative board which dovetails with our Chapter Mission and work with Young Government Leaders Student Ambassadors. Please encourage your team members to send their ideas they would like to spearhead along with their résumés to [president@la.younggov.org](mailto:president@la.younggov.org) , **Tayo**, USC MPA @YGL\_LA President



During the 2015 campaign, the Combined Federal Campaign (CFC) of Greater SoCal raised \$3.4 million from the Federal Employees of Orange, Los Angeles, Western Riverside, San Bernardino, Ventura, Santa Barbara, and San Luis Obispo counties. With the leadership of **CDR Jose A. Peña, US Coast Guard** and CFC Chair, we anticipate this year's campaign to be just as successful!

The CFC of Greater SoCal appreciates all the support that we receive year after year.

President's Management Council  
INTERAGENCY ROTATION PROGRAM

With 80% of the Senior Executive Service (SES) eligible to retire - the need to develop the pipeline of future Federal leaders was identified as a high priority for the U.S. Government. In 2010, the President's Management Council (PMC), in collaboration with the Chief Human Capital Offices Council, recommended the development of a program to enhance SES career development. In response, the U.S. Office of Personnel Management (OPM) and the U.S. Office of Management and Budget (OMB), in partnership with other federal agencies, launched the PMC Interagency Rotation Program (IRP) in October 2011.

The PMC IRP enables emerging Federal leaders (high-potential GS 13-15s) to expand their leadership competencies, broaden their organizational experiences, and foster networks they can leverage in the future. Selected cohort participants complete a six-month assignment in a Federal Agency outside their own, which provides the opportunity for participants to strengthen and develop specific leadership competencies aligned with the Executive Core Qualifications (ECQs).

**Saul Ramos**, District Manager of the Norwalk Office in the Social Security Administration (SSA), was selected to participate in the inaugural Greater LA PMC IRP Cohort. He completed a six-month assignment at the U.S. Small Business Administration (SBA) from April to September 2016. Below he shares his inspiring story about the PMC IRP experience:

*"As a participant of the PMC IRP, I was fortunate to have the opportunity to work for the SBA. I was on a six-month detail assignment as an International Development Specialist and tasked with linking SBA programs and services to the international small business community in the Los*

*Angeles, Santa Barbara and Ventura Counties. Within a couple of weeks of working at SBA, I witnessed the passion employees placed on adding value to small businesses. They contribute in many ways, such as assistance with government contracting, exporting, and access to funding. In addition, providing small businesses with free expert and counselor advice to help them start, grow and succeed.*

*In the same manner, SBA supports businesses, the PMC IRP added value to me. Being around businesses, I learned that one of the many keys to their success was finding their "niche" in a competitive market. Through this program, I had the opportunity to further develop my passion for public service. I completed an array of individual and leadership assessments, the "Clifton Strengths Finder 2.0" assessment and book was extremely helpful. I was fortunate enough to have an OPM expert provide a virtual in depth session with tips and guidance on how to use my strengths to succeed. Through this excellent assessment and training, I was able to identify my combination of skills to embark on my journey.*

*My assignment at SBA also allowed me to expand my leadership competencies, and broaden my network and knowledge of government agencies. I was tasked with compiling and analyzing the needs of small business exporters, convening subject matter experts from the Department of Commerce, Minority Business Development Agency, Port of Los Angeles, Port of Long Beach, and representatives from the*

*President's Export Council. Equipped with an extensive network of federal, state, county and local government agencies, I was able to assemble an Export Mentorship program. The Export Mentorship program was a collaboration of customized resources and assistance to small business exporters tailored to their unique set of needs and challenges.*

*Through the PMC IRP, I was able to gain improved self-awareness, gained a better understanding of how other people see me in the work environment and better understand the impact of my leadership style. The new relationships, collaboration and connections I established, will be a great resource professionally and personally. As you embark in your individual development journey, I hope you consider the PMC IRP."*

The FEB is grateful to **Glen Banks**, **Veronica Diaz** and **Felicia Quan** of the SSA for having the vision to bring this program to L.A. and volunteering to staff it on behalf of the FEB. The L.A. Federal community is in your debt. We have more PMC IRP participants planned for 2017!



(Left: David Shinn, GLAFEB Chair; Saul Ramos, SSA; Glen Banks, SSA; Victor Parker, SBA)



A few snippets of feedback from Alumni; taken from hundreds of positive comments!

*In my 18 years of Federal service it was the best leadership course I have ever had the pleasure to be a part of. (PHS/FDA)*

*Our careers have been greatly enhanced because of the FEB LAP. Our successes will have a rippling effect for a long time ahead. (CBP)*

*That experience has and continues to consistently open new doors and present so many new opportunities. (US District Court)*

*The program opened my eyes and motivated me to take on a few new projects. The classes, interaction and networking have practical application and I use these new skills daily. (AMOC/ CBP)*

*This program helped me better define myself. The shadowing and interviews allowed me to see other's journeys and their hardships and accomplishments which made me understand managers so much better. (DOL)*



Leadership Associates Program Graduation — Class of 2016



## HISTORY OF THE FEB'S LEADERSHIP ASSOCIATES PROGRAM

The 1996 FEB Board of Directors identified the need to develop a local and affordable option to develop future leaders as their #1 priority. **Linda Wallace** of the **Defense Contract Management Agency** was completing a 60-day detail in the FEB office as part of the Women's Executive Leadership Program managed by the USDA-Graduate School. Her project was to design a local and affordable experiential and classroom leadership development program for GS 9-12 Federal employees in the Greater Los Angeles Area. The program design has withstood the test of time!

The FEB graduated our first class in 1997 with 5 participants. The class size has steadily grown since its origin and for the past several years the class size has been 40. The past 3 years we have had demand exceed capacity and maintain a wait-list for each subsequent year. So when the notice comes out in January - to be considered applicants need to act quickly!

In the last 20 years we have had 528 Federal employees representing 87 different Federal agencies participating in the program. We currently have 40 participants in the current class who will graduate May 25, 2017. The FEB keeps in touch with most of the alumni. Many have been promoted and remained in the Greater L.A. Area and are now in a position to send their employees through the program. We are planning a 20th Class Reunion in March of 2017 - we hope to see many alumni there!



**Photo Caption:** David Shinn, 2016 FEB Chairman presents Shaun Donovan, Director, Office of Management and Budget with a FEB Challenge Coin after he spoke to the FEB Board of Directors on October 4, 2016 about the importance of Place-Based Initiatives, which are facilitated by collaborations such as the FEB. The meeting was held at the Angeles National Forest Headquarters in Arcadia, CA.

**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 Greater Los Angeles Area 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

## Not Just for Executives

Only the senior agency official can be a "FEB Member," however any Federal employee & our partners 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.

- **Diversity & Inclusion Group (DIG SoCal)** – agency staff involved in EEO issues
- **Emergency Managers Group/ Federal Agency** – agency disaster preparedness and recovery coordinators, to include continuity program managers
- **Emergency Managers Group/ Non-Federal** – intergovernmental partners and Infragard members involved in disaster preparedness and recovery and continuity programs
- **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
- **Disability Issues** – agency staff and community based organizations interested in information regarding Federal employment of people with disabilities
- **College Outreach** – college faculty and staff
- **Friends of the FEB** – general information notices only, includes retirees

# DIVERSITY



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### 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.



**Photo Caption:** White House Initiative on Asian Americans and Pacific Islanders Southwest Regional Network Members and Partners, December 2, 2016. The FEB is honored to be a member of this Network. In just a few years this team has accomplished a great deal. No matter the issue, big or small, or which agency, federal, state, local, or community based organization, the team took on the challenge and made a difference. Thank you for the great leadership and contributions by our Regional Lead, **Kay Ko** from the **FBI** and our National Co-Chair, **Danny Pasquil** from the **Department of Labor**. Pictured far left is **Paul Chang** from the **Department of Labor** who will be the National Co-Chair for 2017.

## FEB 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 10 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. 9 of the Nominations were presented Public Service Awards at 4 different locations honoring 120 employees. Some presented this year were nominated last year and some of this year's winners will be listed after they are presented in 2017.

### Community Service Award

- **Eri S. Srivatsan, Ph.D.**, Greater Los Angeles VA Healthcare System

### Individual Accomplishment Award

- **Crystal Barker, RN, MSN, CM**, Greater Los Angeles VA Healthcare System

### Team Accomplishment Award

- Bureau of Ocean Energy Management:  
**Yves Domingo, Haasan Lamont, Tashodra Rogers, & Jim Souther**
- Department of State, Los Angeles Passport Agency

### Self-Development Award

- **Yvonne Luce**, DHS/Immigration & Customs Enforcement, Office of Professional Responsibility
- **Donna A. Muldrow, RN, BSN**, Greater Los Angeles VA Healthcare System
- **Esther Odeh, R.N.**, Greater Los Angeles VA Healthcare System
- **Ekinodoese Salami, R.N.**, Nursing Services Greater Los Angeles VA Healthcare System
- **Patrick A. Sonza, R.N., MSN** Greater Los Angeles VA Healthcare System

### Partnership Award

- **Thomas Liu**, Bureau of Ocean Energy Management




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Special thanks for funding the printing of the  
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