FEDERAL EXECUTIVE BOARD NATIONAL NETWORK

Annual Report

Fiscal Year 2015

A National Network with Local Connections

FEB.GOV

ACKNOWLEDGEMENT

I extend my appreciation to the Federal Executive Board (FEB) Chairs, Executive Directors, and leadership committee members for your exceptional service to the FEB National Network and your local Federal communities.

I would like to recognize the following agencies which provide resources to FEB offices across the country:

Department of Agriculture

Department of Commerce

Department of Defense

Department of Health and Human Services

Department of Homeland Security

Department of Housing and Urban Development

Department of the Interior

Department of Justice

Department of Labor

Department of Transportation

Department of the Treasury

Department of Veterans Affairs

General Services Administration

National Aeronautics and Space Administration

Office of Personnel Management

Social Security Administration

In addition, I appreciate the agencies' continued support, including in-kind services, and engagement in local Board activities.

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Acting Director Beth F. Cobert
U.S. Office of Personnel Management

FEDERAL EXECUTIVE BOARD
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Federal Executive Boards (FEB) at a Glance

History and Operations

- Established by President John F. Kennedy's 1961 Presidential Directive
- *Purpose*: Interagency coordination and communication among Federal agencies outside of Washington, DC
- *Board*: Comprised of highest ranking local Federal officials; officers elected annually
- *Funding*: Funding provided by a host Federal department or agency and project funding is covered by local FEB member agencies
- *Operations*: Optimally, each FEB office is staffed by two Federal employees who manage the daily operations of the Board
- *Oversight*: U.S. Office of Personnel Management (OPM), Section 960 - Title 5 Code of Federal Regulations
- *Strategic Plan*: Federal Executive Board Strategic and Operational Plan, 2013-2017

Nationwide Statistics

- **28** FEBs are located across the Nation
- Approximately **784,845** Federal civilian employees are served in FEB areas which represents **38%** of the Federal community
- On average, **140** Federal agency component offices are served in each FEB

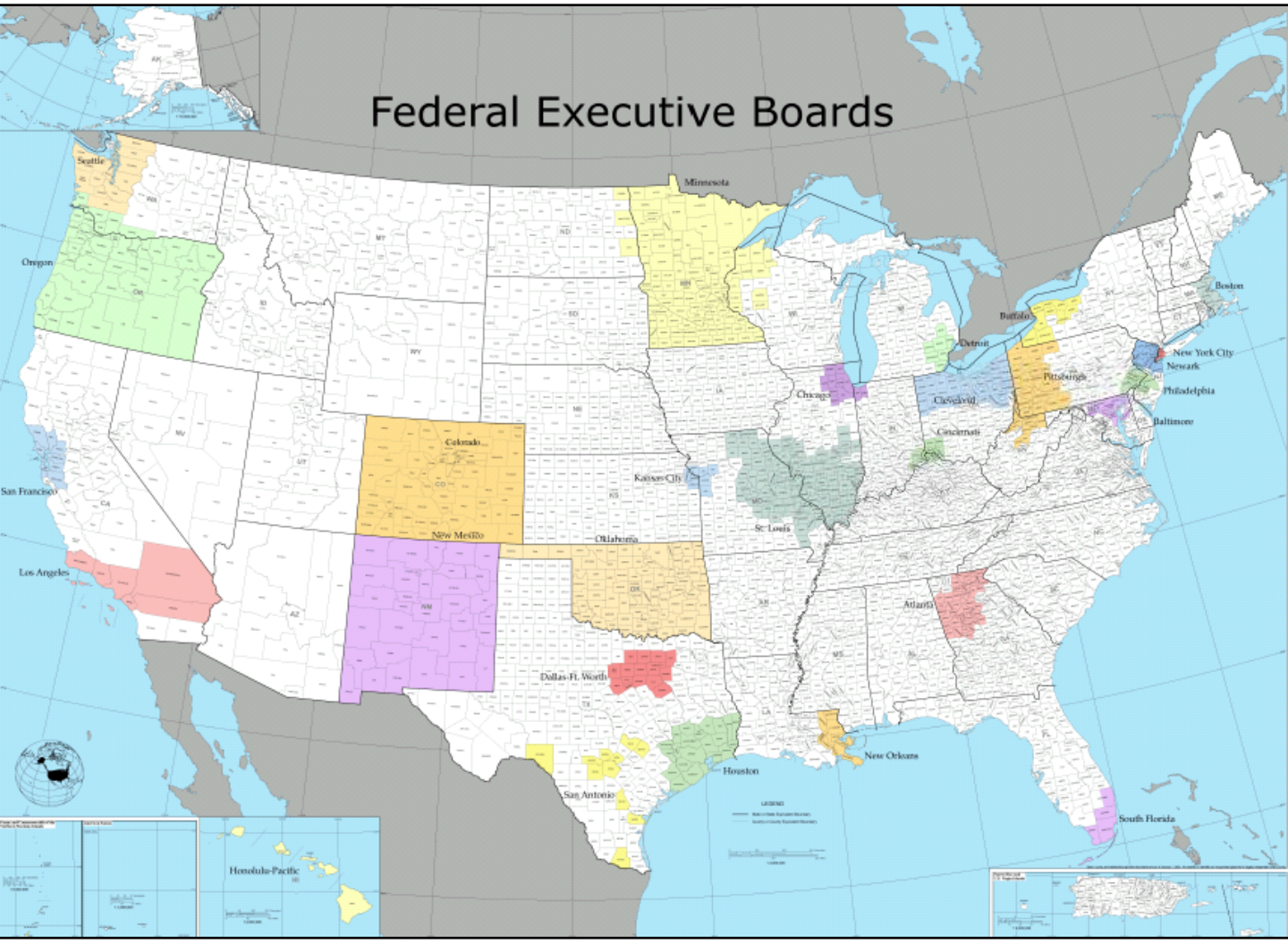
Strategic Lines of Business

- Emergency Preparedness, Security and Employee Safety
- Workforce Development and Support
- Intergovernmental and Interagency Collaboration and Community Outreach

Value Added to the Federal Community

- Catalysts for national and local initiatives
- Hubs for cross-agency coordination to address local issues
- Vehicles for effective communication and timely and accurate information
- Mechanisms for cost avoidance through interagency cooperation of shared resources
- Forums for leadership development and employee recognition

FEB Coverage Areas



Atlanta	Minnesota
Baltimore	Newark
Boston	New Mexico
Buffalo	New Orleans
Chicago	New York City
Cincinnati	Oklahoma
Cleveland	Oregon
Colorado	Philadelphia
Dallas-Fort Worth	Pittsburgh
Detroit	San Antonio
Honolulu-Pacific	San Francisco
Houston	Seattle
Kansas City	South Florida
Los Angeles	St. Louis

Executive Summary

Federal Executive Boards (FEB) enhance communication, coordination and collaboration among Federal agencies across the country. The 28 FEBs comprise an effective network to advance Federal initiatives and programs outside of Washington, DC. Their outreach extends to State and local levels of government to increase opportunities for cooperation beyond the Federal community. The Boards identify strategic partners, bring them together, and facilitate collaboration to achieve common goals. The FEB vision, mission, and guiding principles create a strong culture for improving Federal services.

Vision
To be catalysts for better government

Mission
Increase the effectiveness of Federal Government by strengthening coordination of government activities

*Service * Integrity * Excellence*

Each Board serves an identified geographic area of the United States by bringing together senior officials of Federal agencies represented in that area to address matters of interagency communication, coordination and collaboration. Carrying out the responsibilities of each FEB is a collateral duty for the Board members. Therefore, each Board relies heavily upon FEB staff members — the Executive Director and Assistant — to coordinate all Board programs, initiatives, and activities.

In Fiscal Year (FY) 2015, the FEBs continued to advance efforts for the Federal community under three strategic lines of business. FEB-sponsored programs contributed to the following major accomplishments.

EMERGENCY PREPAREDNESS, SECURITY AND EMPLOYEE SAFETY:

- ✓ FEBs hosted 24 emergency preparedness exercises with over 1,800 participants, and 75 training workshops serving over 5,000 participants.
- ✓ FEBs assisted local Federal agency leaders by providing operating status information, and reported 85 operating status changes to OPM in FY 2015. Real world events included electrical power loss, Ferguson grand jury decision, fire, heavy rain, high winds, riots, severe winter weather, shooting incidents, and Tropical Storm Bill.

WORKFORCE DEVELOPMENT AND SUPPORT:

- ✓ FEBs provided training opportunities to 28,141 Federal employees at an estimated cost avoidance of more than $8.8 million.

- ✓ FEB-sponsored Alternative Dispute Resolution (ADR)/Shared Neutrals programs successfully settled more than 400 cases, resulting in an estimated cost avoidance of more than $18.9 million.

INTERGOVERNMENTAL COLLABORATION AND COMMUNITY OUTREACH:

- ✓ Combined Federal Campaign (CFC) campaigns in FEB areas collectively raised over $64 million, representing over 33% of the total CFC campaign receipts.

- ✓ Across all 28 FEBs, Federal employees contributed more than 16,644 hours of community service. Additionally, FEBs coordinated the donation of over 258,000 pounds of food during the Feds Feed Families food drive. Blood drives hosted by FEBs provided local hospitals with more than 2,585 units of blood.

In summary for FY 2015, FEBs continued to demonstrate that through active membership and leadership coordination, Federal agencies reduced duplicative efforts and achieved increased efficiencies. FEBs serve as a valuable resource to advance Administration and Agency initiatives outside of Washington, DC.

LINE OF BUSINESS I:
Emergency Preparedness, Security and Employee Safety

Emergency Preparedness/Continuity Training and Exercises

FEBs increase emergency preparedness and continuity of government operations in Federal communities by serving as the hub for information, planning, and coordination in their locales.

FEBs play a vital role in collaborating with Federal, State, and local governments to develop strategies for the continuity of work and the safety of employees during an emergency event. These partnerships, including a few Federal partners below, help to promote emergency preparedness in areas covered by FEBs.

- ✓ Department of Commerce, National Oceanic and Atmospheric Administration (NOAA), National Weather Service (NWS)
- ✓ Department of Health and Human Services (HHS)
- ✓ Department of Homeland Security (DHS), Federal Emergency Management Agency (FEMA)
- ✓ DHS, Federal Protective Service (FPS)
- ✓ DHS, Interagency Security Committee (ISC)
- ✓ Department of Justice, Federal Bureau of Investigation (FBI)
- ✓ General Services Administration (GSA)

FEBs are increasingly recognized for their role in helping to prepare local communities for emergency situations.

Active Shooter Awareness – FEBs hosted FPS and FBI sponsored training on how to respond to an active shooter situation. With over 2,700 participants, these events took place in the following FEBs: *Atlanta, Buffalo, Chicago, Cincinnati, Colorado, Dallas-Ft. Worth, Detroit, Honolulu, Kansas City, Minnesota, Newark, New Mexico, New Orleans, Philadelphia, Pittsburgh, San Francisco, South Florida* and *St. Louis.*

Closed Points of Dispensing (POD) – In the event of an anthrax attack, Closed PODs at Federal facilities would coordinate with local public health officials to provide medical countermeasures to a large number of people in an affected area. The FEBs serves as a communications link with local Federal departments and agencies, as they would do for any emergency. While some FEBs work with their State health department to establish a local Closed POD for the Federal community, FEBs are not required to establish a POD and are not required to staff the Closed PODs.

The following FEBs assisted with POD activities by hosting training to staff PODs, sponsoring POD exercises, and participating in POD planning: *Atlanta, Baltimore, Boston, Chicago, Cincinnati, Cleveland, Honolulu, Kansas City, Minnesota, New Mexico, New Orleans* and *Oklahoma.*

- ✓ At the Strategic National Stockpile Conference in May 2015, the Sam Nunn Atlanta Federal Center received the “Closed POD of the Year – Excellence in Emergency Preparedness Planning” Award, with the *Atlanta FEB* planning committee recognized for its successful Closed POD exercise.

- ✓ The *Boston FEB* served on the Senior Leadership Steering Committee with FEMA and HHS to develop a Federal support plan in dispensing medical countermeasures.

- ✓ The *Chicago FEB* partnered with the Chicago Department of Public Health, FEMA, FPS, Federal Occupation Health and GSA to perform a Federal Closed POD exercise. The exercise demonstrated a proof of concept for delivery, acceptance, and movement of pallets of medical countermeasures.

- ✓ The *Cincinnati FEB* established 4 Closed PODs for Federal employees, contractors, and their families in the Greater Cincinnati area and trained over 250 volunteers to staff the Closed POD locations in Greater Cincinnati.

- ✓ The *Cleveland FEB* Emergency Preparedness Committee partnered with the City of Cleveland to conduct a full-scale POD exercise.

- ✓ The *Kansas City FEB* continued to recruit and disseminate information regarding personnel to staff the POD locations, which allowed the Kansas City community to have over 300 trained volunteers.

- ✓ The *Minnesota FEB* re-launched the Closed POD task force with partners from FEMA, Air Force, Army, Navy, National Guard, DHS and FBI to develop a plan for mass dispensing of medical countermeasures to Federal employees and active duty military.

Information Sessions:

- ✓ The *Atlanta FEB* hosted a December conference call with the Centers for Disease Control and Prevention to provide Federal agencies with an update on the Ebola outbreak, including the domestic and international response.

- ✓ The *Chicago FEB's* January Full Board meeting provided an emergency preparedness update and briefing on how data is utilized for weather predictions and emergency planning.

- ✓ The *Cincinnati FEB* sponsored seminars on identity theft with the Department of the Treasury, Internal Revenue Service, and coping with severe weather conditions safety with NWS.

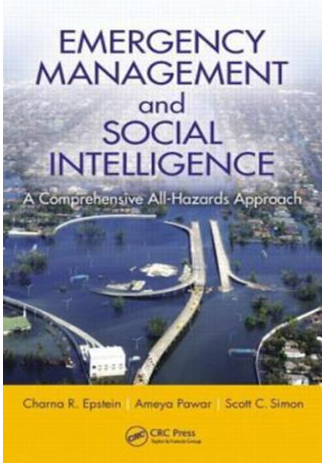
- ✓ The *Los Angeles FEB* hosted Continuity of Operations (COOP) Working Group meetings to include topics such as Critical Infrastructure, COOP & Emergency Preparedness, and Follow the Water.

- ✓ The *New Orleans FEB* hosted its annual Hurricane Preparedness briefing with the U.S. Army Corps of Engineers New Orleans District.

- ✓ The *Pittsburgh FEB* hosted a cybersecurity workshop with an expert from the U.S. Computer Emergency Readiness Team, and also hosted a Planning for Pandemics "Could It Be Ebola?" workshop with the Three Rivers Contingency Planning Association, InfraGard Pittsburgh, and the American Society for Industrial Security.

- ✓ The *San Francisco FEB* coordinated presentations from FEMA, GSA and the U.S. Coast Guard for an Exercising Your Continuity Plan information session.

- ✓ ISC conducted outreach security briefings on emerging threats to the homeland at the following FEB locations: *Boston, Chicago, Colorado, Los Angeles, Minneapolis, Oklahoma, San Antonio* and *Seattle*.



Full Board Meeting (Chicago FEB)

- ✓ InfraGard is a partnership between the FBI and the private sector dedicated to preventing hostile acts against the United States. It is an association of representatives from businesses, academic institutions, and State and local law enforcement agencies. The following FEBs serve as Government sector representatives to their local InfraGard chapter: *Boston, Los Angeles, New Orleans,* and *Pittsburgh.*

Interagency Training Events – FEBs sponsored a number of FEMA continuity training courses in FY 2015 including COOP Manager's Train the Trainer Course, Continuity Planner's Train the Trainer Workshop, and Reconstitution Planning Workshop. Attendees could apply the FEMA course towards completion of the FEMA Continuity Excellence Series Certificates: Professional Continuity Practitioner – Level I or the Master Professional Continuity Practitioner – Level II. *Boston and Buffalo FEB* Executive Directors have attained the Level 1 Professional Continuity Practitioner.

Tabletop and Full-Scale Exercises – Through each FEB's interagency emergency preparedness/ continuity working group, the FEBs partnered with FEMA and other agencies to host tabletop and full-scale exercises with a variety of potential scenarios: agricultural (*Colorado*); building collapse (*Colorado*); chemical, biological, radiological or nuclear incident (*Colorado, New Orleans*); cybersecurity (*Colorado),* devolution (*Chicago, Cleveland, Minnesota);* long term recovery (*Colorado*); mass care (*Colorado*); national disaster medical system (*Detroit*); pandemic influenza (*Buffalo, Cincinnati, Dallas-Ft. Worth, Detroit, Honolulu, Los Angeles);* Papal visit *(Philadelphia);* power outage (*Cincinnati, Colorado)*; severe weather (*Los Angeles*); terrorism (*San Antonio);* and tornado (*Kansas City, St. Louis*).

Scenarios exercised by FEB Emergency Preparedness/Continuity Working Groups

FEBs hosted the following exercises, most with support from FEMA:

- ✓ *Buffalo FEB* – Pandemic Influenza/Determined Accord 2015 Continuity Tabletop Exercise (TTX) with FEMA Region II.

- ✓ *Chicago FEB* – Interagency Full-Scale Devolution Exercise with FEMA Region V.

- ✓ *Cincinnati FEB* – Continuity Full-Scale Exercise 2015 with FEMA Region V exercised a widespread power outage. The Cincinnati FEB also conducted an interagency/intergovernmental Pandemic Devolution TTX with FEMA Region V.

- ✓ *Cleveland FEB* – Eminent Threat Full-Scale Devolution Exercise with FEMA Region V support exercised a terrorism scenario.

- ✓ *Colorado FEB* – Mile High DICE, an intergovernmental TTX with FEMA Region VIII.

- ✓ *Dallas-Ft. Worth FEB* – Pandemic Influenza/Determined Accord TTX with FEMA Region VI.
- ✓ *Detroit FEB* – Pandemic Influenza Devolution TTX 2015 with FEMA Region V.
- ✓ *Honolulu FEB* – Pandemic Influenza/Determined Accord TTX with FEMA Pacific Area Office.
- ✓ *Kansas City FEB* and *St. Louis FEB* – Kansas City Regional Interagency Continuity Exercise (RICE) and St. Louis Interagency Continuity Exercise (SLICE) 2015, a full-scale continuity exercise with both FEBs and FEMA Region VII which exercised a tornado scenario.
- ✓ *Los Angeles FEB* – Guardian Angel TTX exercised a severe weather scenario. The Los Angeles FEB also conducted an interagency Pandemic TTX.
- ✓ *Minnesota FEB* – Statewide Pandemic Influenza Devolution TTX with FEMA Region V.
- ✓ *New Orleans FEB* – Crescent Shield TTX with the New Orleans Mayor's Office of Homeland Security and Security, Office of Health Affairs, exercised a chemical scenario.
- ✓ *Philadelphia FEB* – Liberty Down 2015, an Interagency Continuity TTX, hosted with GSA Region III, to prepare for the September 2015 World Family of Meetings and Pope Francis' visit to the City of Philadelphia.
- ✓ *San Antonio FEB* – Terrorism based Guardian Accord TTX with FEMA Region VI.

Crescent Shield TTX (New Orleans FEB)

Preparations for Pope Francis' Visit (Philadelphia FEB)

Benefits to Department/Agencies:

- Provides a central point-of-contact for emergency preparedness training
- Builds partnerships with stakeholders before an emergency occurs

Result: In FY2015, FEBs hosted 24 exercises with over 1,800 participants and 75 training events serving over 5,000 participants.

All Hazard Emergency Plans and Emergency Communications

FEBs assure awareness of Federal communities by providing timely and accurate communication of emergency information.

FEBs use a nationwide web-based emergency notification system (Communicator! NXT) to provide up-to-date, accurate, and consistent information to their Federal agency leaders to assist in making workforce status decisions for their employees. Communicator! NXT provides FEBs the ability to rapidly communicate vital information to key members via voice and email messages delivered to various devices during local emergencies. The FEB Executive Director serves as the administrator for each FEB's Communicator! NXT system.

For weather-related or unusual situations affecting an FEB geographic area, the FEBs provide up-to-date, accurate, and consistent information, such as from the NWS, in order for local Federal agency leaders to make informed decisions on an operating status decision. In addition to providing information, if the need arose, 19 of the 28 FEBs would provide an operating status recommendation (delayed arrival; early departure; closure; open with unscheduled leave/unscheduled telework) for local Federal agency leaders.

In FY 2015, 15 FEBs provided operating status recommendations to local Federal agency leaders: *Atlanta, Baltimore, Boston, Buffalo, Chicago, Cleveland, Colorado, Detroit, Dallas-Ft. Worth, Kansas City, Minnesota, Newark, Philadelphia, San Francisco,* and *Seattle.*

- ✓ In recognition of the *Atlanta FEB's* Uniform Severe Weather, Emergency Alert and Early Dismissal Plan, Atlanta became the first FEB to receive StormReady Supporter status from the NWS and Storm Ready Advisory Board. As a result, 10 additional Federal agencies in Atlanta plan to apply for StormReady Supporter status by the end of 2016. StormReady helps arm America's communities with the communication and safety skills needed to save lives and property — before, during and after an event as well as help community leaders and emergency managers strengthen local safety programs.

- ✓ The *Boston FEB* activated Communicator! NXT over 100 times in 30 days to provide situational awareness and workforce planning guidance during extreme winter weather (80 inches of snow in 14 days).

- ✓ On October 30, 2014, the *Chicago FEB* served as the operations center during a reported bomb incident in a Chicago Federal building. The Chicago FEB sent notifications to update the Federal community while FPS cleared the building.

> *"In emergencies we rely on our Chicago FEB for direction and guidance. In Chicago, these are often weather emergencies, but as we saw on October 30, 2014, the FEB is also poised to communicate with the community at large and at a surgical building specific level."*
>
> ***Jon Sebastian***
> ***Regional Administrator***
> ***U.S. Department of Labor***

- ✓ The *Honolulu FEB* successfully utilized its All Hazards Emergency Notification and Advisory Plan for Agency Directors when numerous tropical storms and hurricanes approached Hawaii during an unusually busy, “El Nino” driven hurricane season in the Central Pacific, with participation in Communicator! NXT increasing after these events.

- ✓ The *Kansas City FEB* created a Winter Weather Post with a unique web address and password for local Federal agency leaders to share their own agency’s response to weather conditions and recommendations.

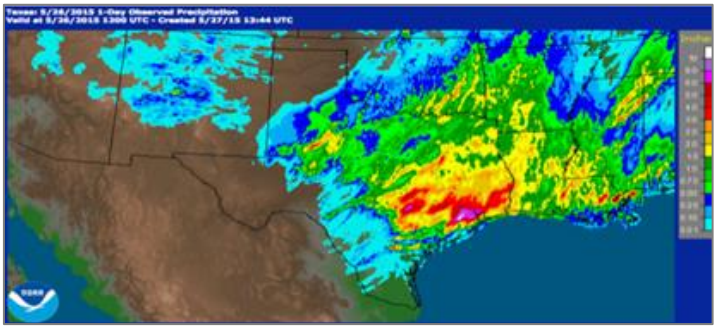
- ✓ The *Los Angeles FEB* revised its Leadership Crisis Communication Team. The TSA-LAX Coordination Center assumed 24/7 support of the Leadership Crisis Communication Team to initiate a leadership call in the event of an emergency.

- ✓ The *San Antonio FEB* participated in inclement weather webinars and calls with the San Antonio Office of Emergency Management and the Joint Base San Antonio Command Center due to record rainfall and severe flooding. Information was shared with Federal agency heads, the COOP team, and the Emergency Preparedness Council.

- ✓ The *South Florida FEB* utilized Communicator! NXT when Tropical Storm Erika threatened to impact South Florida.

- ✓ The *St. Louis FEB* sent Communicator! NXT messages to Federal agency leaders regarding the 2014 Ferguson riots and related protests.

Hurricane Ignacio (Honolulu FEB)



NOAA image of May 26, 2015 precipitation (San Antonio FEB)

Benefits to Department/Agencies:

- Supports local Federal agency leaders to expeditiously make informed decisions regarding operating status for their Federal agency employees
- Provides a single resource for credible information on what other agency leaders decide before making a decision for their own agency

Result: Modeling the OPM Washington, DC, Area Dismissal and Closure Procedures, FEBs assisted local Federal agency leaders by providing operating status information, and reported 85 operating status changes to OPM in FY2015. Real world events included: electrical power loss, Ferguson grand jury decision, fire, heavy rain, high winds, riots, severe winter weather, shooting incidents, and Tropical Storm Bill.

LINE OF BUSINESS II:
Workforce Development and Support

Leadership Development and Training Opportunities

FEBs develop the Federal workforce by providing critical training opportunities and learning experiences.

FEBs identify and provide a variety of quality training opportunities, at low or no cost, to their Federal communities, such as: Retirement, Financial Planning, Effective Communication, Customer Service, Generational Diversity, and Teamwork. These offerings, and other learning experiences, assist agencies to supplement agency training programs in a cost-effective manner.

Leadership Development – Each FEB customizes training to meet local needs and a common theme is leadership development. Accordingly, the following FEBs sponsor leadership programs that expand the Federal Government's cadre of leaders: *Atlanta, Cleveland, Dallas-Fort Worth, Honolulu, Los Angeles, Minnesota, Oklahoma, San Antonio, San Francisco, Seattle,* and *South Florida.*

FY2015 Leadership Development Program (San Antonio (Alamo) FEB)

President's Management Council (PMC) Interagency Rotation Program

Atlanta, Colorado, and *Kansas City FEBs* partnered with the Office of Management and Budget and Office of Personnel Management (OPM) to offer the PMC Interagency Rotation program. This program matches high-potential GS 13-15 employees with six-month interagency rotational assignments that enable emerging Federal leaders to expand their management skills, broaden their organizational experience, and foster networks they can leverage in the future. It also encourages knowledge-sharing in the local Federal community.

President's Management Council
INTERAGENCY ROTATION PROGRAM

"The PMC participant was highly-motivated and a good fit for our team. She made significant contributions to our efforts. She re-engaged the program. By exposing employees from other Federal agencies to our work at HUD, the participant will share the place-based initiative at her Federal Agency."

PMC FY2015 Host Supervisor
U.S. Housing and Urban Development
Anonymous

- ✓ The *Minnesota FEB* hosted a Federal Outreach and Leadership Development (FOLD) Program, which targets GS 9-12 employees. The program is organized by a Council comprised of FOLD alumni, who volunteer to support the program by developing curriculum and managing logistics, as well as coordinating classroom training, mentoring committees, and agency site visits. In FY 2015, the FOLD Council instituted an alumni network to foster networking and build a FOLD leadership community.

- ✓ The *Dallas-Fort Worth FEB* sponsored a leadership program in partnership with the Federal Mediation and Conciliation Service and the University of North Texas in Dallas for GS 13-15 employees. The 2015 class had 30 participants from 18 agencies.

The Boards without formal leadership programs host forums or other leadership training courses. They are: *Buffalo, Chicago, Cincinnati, Colorado, Detroit, Kansas City, Newark,* and *Pittsburgh.*

- ✓ The *Pittsburgh FEB* sponsored an Executive Leadership Course entitled, "In the Footsteps of Leaders," in partnership with the Gettysburg Foundation at the Gettysburg National Military Park. The participants walk the battlefields with a park guide and discuss the Generals' strategic leadership decisions made during the historic 3-day battle. After the tour, the FEB facilitates a discussion on the leadership lessons learned.

- ✓ The *Newark FEB* launched a leadership forum which combined two training events: *A View from the Top* for mid-career employees and *Administrative Professional Seminar* for administrative employees. The forum enhanced leadership competencies with panel discussions and training workshops, and also provided networking opportunities.

Benefits to Department/Agencies:

- Reduces employee development costs
- Increases training selections
- Creates cross-agency training opportunities

Result: In FY 2015, FEBs helped agencies avoid additional training expenditures of more than $8.8 million in training costs for 28,141 employees.

Alternative Dispute Resolution

FEBs provide cost-effective services to resolve disputes and preserve working relationships through the use of Alternative Dispute Resolution (ADR).

The FEB ADR/Shared Neutrals programs allow participating Federal agencies, through reciprocal agreements, to share trained mediators and other mediation resources. These programs assist agencies to avoid costly formal litigation procedures and help improve employee morale and collegial relationships. Shared Neutrals programs operate in these FEB areas: *Atlanta, Baltimore, Boston, Chicago, Cleveland, Colorado, Dallas-Fort Worth, Detroit, Honolulu, Kansas City, Los Angeles, Minnesota, New Mexico, New Orleans, Oklahoma, Philadelphia, Pittsburgh, San Antonio, San Francisco, Seattle,* and *South Florida.*

ADR Training Services Memorandum of Understanding

On October 1, 2014, OPM and the Federal Mediation Conciliation Service (FMCS) negotiated and implemented a Memorandum of Understanding to provide mediation training services for the FEB programs. Under the agreement, FMCS headquarters manages the administrative processes, including registration for the trainings, and the FEBs assist with advertising and identifying training space.

After a year of implementation, over 96% of the training participants agreed that the training addressed important aspects of their needs, and just less than 100% were satisfied with the quality of the course. In addition, 88% of the FEB coordinators had a very good experience utilizing the revised FMCS training process.

A number of the FEB ADR programs also provide the following mediation sessions:

- ✓ Mediation training sessions and refresher workshops for mediators
- ✓ Seminars on conflict resolution skills for managers and employees

96% of mediation participants indicated it was helpful to have a mediator from another Federal agency

90% of mediation participants were satisfied with the ADR process

Benefits to Departments/Agencies:

- Offers a third-party mediator (not affiliated with an employee's agency)
- Provides standardized mediation training
- Identifies training needs to proactively address common workplace concerns

Result: During FY 2015, FEB-sponsored ADR programs successfully settled 400 cases, resulting in an estimated cost avoidance of more than $18.9 million.*

Recruitment and Retention Initiatives

FEBs conduct outreach to inspire and educate key pools of workforce talent needed by Government.

FEBs coordinate with local colleges and universities to attract talent to the Federal Government. Through these partnerships, FEBs discuss the Federal application process and connect job seekers with knowledgeable professionals.

- ✓ The *Seattle FEB* supported OPM's Recruitment, Engagement, Diversity and Inclusion (REDI) initiative with a full-day event. It provided information for Federal agencies and local colleges on best practices to attract and recruit students and recent graduates through OPM's Pathways Programs. The event included a facilitated discussion on methods to improve partnerships between Federal hiring managers, human resources officials, and university career services staff and faculty. A simultaneous session was held for students on the Pathways Programs with an option to join the session virtually. Survey results stated that 89% of the attendees rated the sessions highly and would recommend the event to others.

REDI Initiative full-day event (Seattle FEB)

* Cost avoidance calculation is based on "Cost Savings Associated with the Air Force Alternative Dispute Resolution Program, 1996." It is adjusted for inflation using the Bureau of Labor Statistics inflation calculator.

- ✓ The *Cleveland FEB*, in partnership with several local colleges and universities, conducted its 7th Annual Government Career Day. Over 63 government agencies (Federal, State, County, and City) participated, with 700 students from local colleges and universities in attendance, a 57% increase from last year. The estimated cost savings associated with this multi-school event is over $52,000.

- ✓ The *Philadelphia FEB* coordinated a Partners in Equality Council Career in Government Outreach Team that collaborates with local colleges and universities. Outreach team members share information with students about Federal careers and internship opportunities and provide information to the colleges and university staff about the various Federal hiring authorities.

Mentoring – Several FEBs augment training, recruitment, and retention efforts with mentoring events and many of the FEB Leadership Development Programs include an interagency mentoring component.

- ✓ The *Atlanta, Baltimore,* and *San Francisco FEBs* hosted the OPM *Executive Women in Motion: Pathways to the Senior Executive Service (SES)* event that supports the White House Equal Futures Partnership initiative designed to expand women's political participation and economic opportunities. These events provide leadership tools and mentoring to increase Federal workforce awareness and the number of women employed in Senior Executive Service careers. The events had a combined attendance of 500, with 90% of participants stating it increased their interest in the SES and 96% stating they would recommend future events to others.

Executive Women in Motion: Pathways to the Senior Executive Service mentors (Atlanta, Baltimore, and *San Francisco FEBs)*

Diversity and Inclusion – Many FEBs organize interagency diversity councils which sponsor training events to foster awareness within their communities: *Baltimore, Boston, Buffalo, Cincinnati, Cleveland, Chicago, Detroit, Honolulu, Kansas City, Philadelphia, New Mexico, Minnesota, Los Angeles, Pittsburgh, San Antonio, San Francisco, Seattle,* and *South Florida.*

FEBs support a more diverse Federal Government with targeted outreach to veterans and individuals with disabilities. Several of the FEBs sponsor veterans' councils, share career opportunities, or provide veterans resume writing and placement assistance.

Many FEBs support special interest groups, such as Young Government Leaders (YGL), a volunteer organization that actively builds leadership communities for young public servants through professional development, networking, seminars, and strategic Federal partnerships: *Baltimore, Honolulu, Kansas City, Los Angeles (largest Chapter outside of Washington, DC), San Antonio, Seattle,* and *South Florida.*

Benefits to Department/Agencies:

- Provides interagency awareness for improved working relationships
- Develops partnerships within Federal Department/Agencies and with local colleges and universities
- Decreases duplicative efforts and promotes employee collaboration

Result: Federal college and interagency partnerships assisted in attracting skilled talent and retaining high-performing employees.

Awards and Recognition

FEBs improve morale of the Federal workforce by celebrating the people who serve our Nation.

FEBs honor the exceptional work of Federal employees (individuals and teams) by hosting annual awards and recognition programs across the country using interagency and agency-specific formats. These programs highlight high-performing Federal employees in their respective communities and reward innovative efforts that advance the mission of their Federal agency. FEBs that host annual recognition events include: *Atlanta, Baltimore, Boston, Buffalo, Chicago, Cincinnati, Cleveland, Colorado, Dallas-Fort Worth, Detroit, Honolulu, Kansas City, Los Angeles, Minnesota, New Mexico, New Orleans, Oklahoma, Philadelphia, Pittsburgh, San Antonio, San Francisco, Seattle, South Florida,* and *St. Louis.*

- ✓ The *Los Angeles FEB* continued to host a place-based public service recognition award program, in which the FEB leadership recognizes award recipients at their respective agency locations. This approach created quarterly opportunities for agencies to nominate their employees to receive recognition by the Board's leadership. The Los Angeles FEB presented 12 awards at eight different agency locations, honoring 32 individual employees with a viewing audience of approximately 700 people during agency Town Hall or All Hands meetings.

- ✓ The *Chicago FEB* modified its Federal Employee of the Year Awards program from a large-scale venue event to a place-based model where employees celebrate with their agency peers. This change allowed more employees to attend the event and reduced FEB costs by 98%. The FEB leadership presented awards to each recipient at their home agency event with senior leadership and colleagues in attendance.

- ✓ The *Kansas City FEB,* in cooperation with Kansas City and Jackson County, Missouri, hosted the 22nd Annual Public Employees Recognition Day Awards. The event provided 32 awards in 11 categories to public servants, including Federal employees (12 awards), Kansas City employees (9 awards), and Jackson County employees (11 awards).

FEB Chairman, Antonio R. Riley, presented the Agency of the Year Award to Captain James D. Hawkins of Naval Station Great Lakes (Chicago FEB)

Benefits to Department/Agencies:

- Receive recognition from the local Federal community
- Increases employee engagement and contributes to retention strategies

Result: In FY 2015, FEBs presented a total of 4,997 awards to Federal employees.

LINE OF BUSINESS III:
Intergovernmental and Interagency Collaboration and Community Outreach

Combined Federal Campaign

FEBs support the Combined Federal Campaign (CFC) by providing Federal employees the opportunity for charitable-giving in their local areas.

FEBs provide strong leadership and support for the CFC outside of the Washington, DC, area, and serve as vital connection points between the Federal Government and local communities.

- ✓ Organized and supported the Local Federal Coordinating Committees (LFCC) in FEB areas.
- ✓ Coordinated the review process of applications from local non-profit organizations to be included within the CFC.
- ✓ Hosted trainings for Loaned Executives and Campaign Coordinators.
- ✓ The *Cincinnati, Cleveland, Colorado, Oregon, Philadelphia, Pittsburgh, San Antonio,* and *St. Louis FEBs* supported LFCC mergers and expansions during FY 2015. These mergers and expansions increased the efficiency of the impacted LFCCs, as well as reached employees who previously did not have access to the CFC.

Further, FEBs helped prepare local LFCCs to implement recently revised CFC regulations. The *Honolulu FEB* developed a standard operating procedure, approved by the local LFCC, for use by the rotating Campaign Chair. The *Boston, New Orleans,* and *Seattle FEBs* created transition committees to foster communication with stakeholders.

Benefits to Department/Agencies:

- Provides quality assurance, oversight, and accountability for local CFC campaigns
- Increases employee engagement by supporting philanthropic causes

Result: FEB efforts contributed to meeting, or exceeding, CFC campaign goals. The overall CFC pledges for FY 2015 totaled more than $193 million. Campaigns in FEB areas collectively raised $64,913,304, representing over 33% of the total CFC campaign receipts.

Assistance to Agencies and Employees

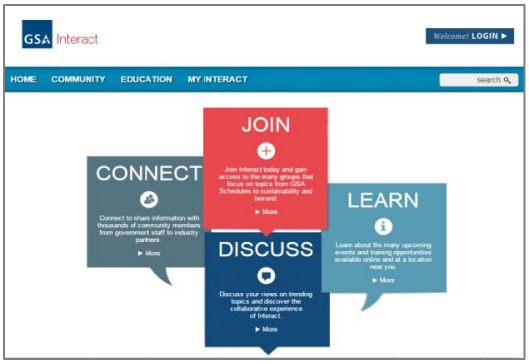
FEBs improve communications among Federal agencies within each FEB, across the nationwide FEB network, and between FEBs and Federal offices in Washington, DC.

FEBs serve their local Federal communities by providing forums for discussion and coordination to advance Agency and Administration priorities. FEBs also bring together local agency heads at regular Full Board meetings, issue monthly newsletters, and provide networking opportunities between State and local government entities, including local Congressional offices.

Interagency Networking – *Boston and Atlanta* FEBs convened inaugural networking events:

- ✓ *Boston FEB* played an integral role in the Department of Homeland Security's (DHS) first-ever Regional Efficiency Project, a pilot designed to support DHS' Unity of Effort initiative. Participants presented long- and short-term recommendations to the DHS Undersecretary for Management in September 2015. DHS plans to expand the Regional Efficiency Project to ten additional cities by June 2016.

- ✓ *Atlanta FEB's* Leadership Development Program organized a Feds Meet Feds Expo which included information tables and displays from 55 Federal agencies showcasing their missions and initiatives. The event included a panel of Regional Administrators, as well as a Congressional keynote speaker. The Feds Meet Feds Expo created networking opportunities among Federal employees, promoted interagency collaboration, and increased awareness of the Atlanta FEB's outreach to the local community. Additionally, the General Services Administration (GSA) introduced its new platform, GSA Interact, during the Expo. GSA Interact is a virtual resource for Federal agencies to collaborate and share information through threaded discussions around key initiatives. The Atlanta FEB is using GSA Interact to inform member agencies of upcoming FEB events, weather advisories, and Board meetings.



Feds Meet Feds Expo/GSA Interact platform (Atlanta FEB)

<u>FEBs provided support to numerous White House initiatives</u>:

Customer Service – The *Colorado FEB* collaborated with the Office of Management and Budget and Social Security Administration to pilot a customer service project with 11 agencies in Denver. In support of Executive Order 13571, *Streamlining Service Delivery and Improving Customer Service*, the pilot's objectives included creating a regional network to identify and survey customers, establishing service standards, and benchmarking customer service performance. As a result of the customer service pilot, the Colorado FEB established a new FEB Customer Service Council with focus on customer feedback, best practices, and workforce culture.

White House Initiative on Asian American and Pacific Islanders (WHIAAPI) – The *Atlanta and Los Angeles FEBs* participated in the WHIAAPI Regional Network. The Regional Network coordinates roundtable meetings of Federal experts and community leaders to discuss strategies for providing better Government services and improving communication with the Asian American and Pacific Islander community. Specifically, the Atlanta FEB supported the WHIAAPI Regional Network's Grant Writing and Technical Assistance Training. The training targeted Asian community-based organizations with minimal experience in writing grants and applying for Federal grant and loans.

Promise Zones – The *Minnesota FEB* supported the North Minneapolis Promise Zone, the first zone in Minnesota to receive prioritized Federal grants and partnerships based on the high need in that locality. The Promise Zone initiative recognizes and rewards cities which develop innovative approaches and aligned programming that revitalize high-poverty communities. The Minneapolis Promise Zone plan is a comprehensive, community-driven revitalization strategy targeted to address persistent unemployment, crime, housing blight, and poor educational outcomes.

Strong Cities, Strong Communities (SC2) – The *Chicago FEB* supported the White House's SC2 initiative in the City of Gary, Indiana. Led as an interagency partnership between the Department of Housing and Urban Development, the Environmental Protection Agency, the Department of Transportation, and the General Services Administration, SC2 focuses Federal resources to communities suffering the deepest impacts from the recession. With these Federal resources and partnerships, the City of Gary was able to carry forward a long-term revitalization effort, including demolition of deteriorating structures, restoration of Miller Station and Gary Metro Station, and promotion of sustainable infrastructure.

Federal Sustainability – FEBs encouraged agencies to support Executive Order 13693, *Planning for Federal Sustainability in the Next Decade*, which is led by the Environmental Protection Agency (EPA) and General Services Administration. The *Dallas-Fort Worth* and *Kansas City FEBs* hosted interagency forums to discuss how Federal agencies can reduce greenhouse gas emissions. Additionally, the *Detroit, Kansas City, Los Angeles, Minnesota, New Mexico,* and *Seattle FEBs* participated in the EPA's Federal Green Challenge through promoting sustainability programs within their Federal buildings.

FEBs also supported local priorities established by Board members:

Congressional Briefings – The *Chicago FEB* sponsored a new Regional Congressional briefing, which included participation from the FEBs located in *Cincinnati, Cleveland, Detroit,* and *Minnesota*. Representatives from 25 Congressional offices engaged with 22 Federal agencies to discuss potential collaboration opportunities in the greater Great Lakes area. The *Los Angeles* and *South Florida FEBs* also hosted interagency seminars with Congressional representatives in their areas. *Boston, Kansas City,* and *Oklahoma FEBs* created and distributed Federal directories, including agency leadership contact information, to local Congressional offices.

Employee Wellness Programs – *Buffalo, Chicago, Cleveland, Kansas City, Los Angeles,* and *Philadelphia FEBs* each organized worksite wellness programs to educate Federal employees on physical activity, healthy eating, and stress management. These programs provided employees with meaningful tools to reduce health risks. Moreover, FEB-sponsored health fairs provided employees the opportunity for basic health screenings and assisted employees to make informed healthcare decisions.

U.S. Customs and Border Protection's team won first place in its division for the annual Baker to Vegas relay race. (Los Angeles FEB Feds Get Fit Committee)

Relay team members, left to right: Nicole Lopez, Lionel Orilna, Phil Lee, and David Tu

Acquisition Councils – *Dallas-Fort Worth, New Mexico, Philadelphia,* and *San Francisco FEBs* created new acquisition councils designed to improve networking, showcase best practices and innovative solutions, and provide acquisition training opportunities.

Benefits to Departments/Agencies:

- Provides interagency networking opportunities for senior leaders within the Federal community
- Increases communication and collaboration between agencies outside of Washington, DC

Result: Enhanced communication between agencies led to improved implementation of Government-wide initiatives outside of Washington, DC.

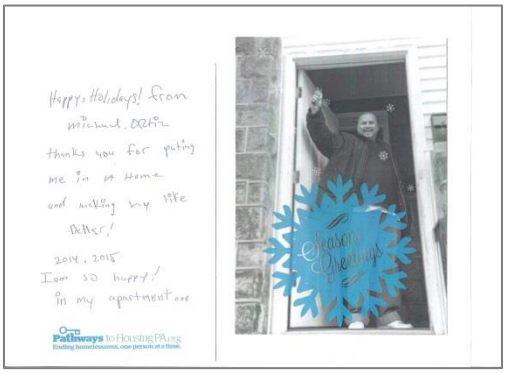
Community Service Activities

FEBs cultivate community relations by coordinating Federal participation.

FEBs coordinate volunteer opportunities and community outreach programs. Such programs include mentoring and tutoring students, blood drives, book collections, clothing drives, City and County community service projects, and holiday toy drives. FEB Leadership Development Programs often include outreach to local community organizations.

- ✓ The *New Orleans FEB* served on the Dedicating Opportunities to End Homelessness subcommittee, which is led by the Department of Housing and Urban Development. With the support of the New Orleans FEB, the City of New Orleans became the first major city in the Nation to end homelessness among veterans in January 2015.

- ✓ *Kansas City and South Florida FEBs* supported the Department of Veterans' Affairs (VA) program, Stand Down. The goal of VA Stand Down events is to assist homeless veterans and to provide services and assistance such as: personal hygiene, food and clothes, substance abuse counseling, applications for new Social Security cards, and assistance with finding employment. Similarly, the *Philadelphia FEB* collected essential household items to benefit formerly homeless veterans who recently transitioned into new housing.



"Happy Holidays! from Michael Ortiz Thank you for putting me in a home and making my life better! 2014-2015 I am so happy! In my apartment…"

Postcard from recipient of Homeless to Housed supply drive (Philadelphia FEB)

- ✓ *Atlanta FEB's* Leadership Development Program volunteered at a non-profit organization which recovers and redistributes surplus medical supplies form healthcare facilities, distributors and manufactories, and then redistributes them to medically underserved countries across the globe. The leadership cohort packaged medical supplies, including 183 boxes of medical masks, gloves and gauze, which were shipped to underserved populations. The leadership cohort enjoyed the rewarding opportunity to volunteer in the community.

- ✓ The *Newark FEB* hosted an inaugural "Suits for Success" business clothing drive. FEB member agencies collected gently used and ready to wear business attire and accessories, including 165 suits, 118 professional shirts, 85 pants and skirts, 40 blazers, 33 ties, and 15 coats.

- ✓ The *Pittsburgh FEB* partnered with the Army Corps of Engineers (ACOE), Pennsylvania Game Commission, and Pennsylvania Fish Commission to sponsor the 44th Annual Special Recreation Day at Youghiogheny Lake, an ACOE facility. This event offered many recreational activities, such as fishing, hayrides, and boat rides, for 200+ individuals with physical and mental disabilities.

- ✓ The *Boston FEB* started a new outreach program called “Promising Pals” which recruited 49 Federal employees to exchange letters with middle school students. Promising Pals bridges generations by matching adolescent students with an adult pen pal. The *Cleveland and Colorado FEBs* continued to sponsor tutoring programs for local elementary, middle, and junior high schools. These programs resulted in increasing student proficiencies in both math and reading. Other FEBs with outreach programs to local grade schools include: *Cincinnati, Los Angeles, Minnesota, New Orleans, San Antonio, San Francisco,* and *South Florida.*

Tutoring Committee at VA Medical Center (Cleveland FEB)

Benefits to Department/Agencies:

- Addresses unmet national and local needs related to Agency missions
- Agency employees serve as Federal ambassadors to their local communities

Result: **Across all 28 FEBs, a total of 1,575 employees contributed more than 16,644 hours of community service. Additionally, FEBs coordinated the donation of over 258,000 pounds of food during the Feds Feed Families food drive. Blood drives hosted by FEBs provided local hospitals with more than 2,585 units of blood.**

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