



2006 ANNUAL REPORT

Chairman's Greeting

In Memory of the crew of US Forest Service Alandale Engine 57

On Thursday, October 26, 2006 while fighting a fire in the southeast section of the unincorporated community of Cabazon, five members of our Federal Family were killed and/or fatally wounded. On that fateful day the fallen USFS San Bernardino National Forest Engine 57 crew members were:

- **Fire Captain Mark Loutzenhiser**
- **Engineer Jason McKay**
- **Engineer Jess McLean**
- **Firefighter Daniel Hoover-Najera**
- **Firefighter Pablo Cerda**

We honor your service and will never forget!



As the year comes to an end, I have the opportunity to report on the accomplishments of the Greater Los Angeles Federal Executive Board. This Annual Report highlights only a selected few.

I am particularly pleased with the progress we made in the area of disaster preparedness and recovery this year. Given the FEB's limited resources, progress in this area can only be successful with the help of many Federal agencies. The COOP Working Group has flourished this year and just this month hosted our first-ever Los Angeles Area Table Top Exercise. We had more than 86 different Federal agencies participate and all reported that it was time well spent.

I also had the opportunity this year to attend the National Conference for FEBs which is held in Washington, D.C. each year. I was heartened to learn that the FEB's resource challenges are not unique to Los Angeles—you

know what is said about 'misery loving company'?!

I was proud to see that the California FEBs are out in front on addressing the issue of our agencies' challenges with recruitment and retention in our high cost locations.

Participation in the FEB gives us an opportunity to look outside our own agency and learn from others and share best practices. I know I have benefited from my participation with the FEB and encourage other Federal leaders to increase your level of participation.

As the Chair I served as the emcee for the FEB's Annual Public Service Recognition Week event held each May. While there I was struck by the many contributions made by all the Federal agencies represented. We were honored to have in attendance members of all five branches of the military and had an opportunity to thank them for their service to our country both at home



James Christy
Regional Director,
Los Angeles Region,
U.S. Census Bureau

and abroad.

Tragically in October of this year we were reminded that public service does not come without risks. Five members of our Federal community gave their lives in the service of others. We pay tribute to their sacrifice each day by serving others with pride and distinction.

Thank you for allowing me to serve as Chair. My one-year tenure has heightened my appreciation for the work we do as public servants and the combined knowledge and skills we bring as we work together to serve our communities and this nation.

Board of Directors

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Chair: James Christy, Department of Commerce, Bureau of the Census, LA Regional Office

Chair-Elect: Theresa Camiling, Department of Housing and Urban Development

Vice-Chair: Casey Kelley, General Services Administration, Federal Technology Service

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Peggy Dashel, Department of Treasury, Internal Revenue Service

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Chris Ingram, Department of Defense, Army 63rd Regional Readiness Command

Cpt. J. Kipling Louttit, Dept. Homeland Security, Integrated Support Command, USCG

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Stephen Perkins, Department of Justice, Executive Office of Immigration Review

Olophius Perry, Equal Employment Opportunity Commission

Cecilia Ross, Department of Housing and Urban Development

John Torres, Department Of Justice, Bureau of Alcohol, Tobacco, Firearms & Explosives

Raymond Vaudo, Department. of Treasury, Internal Revenue Service, SB/SE

William C. Withycombe, Department of Transportation, Federal Aviation Administration, Asian Western Pacific Region

Immediate Past Chair::

Tom Reid, Department of State, Los Angeles Passport Agency

Ex-Officio Members:

Al Herrera, Office of Personnel Management

Ed Wasielewski, General Services Administration

Kevin Weeks, Department of Homeland Security, Customs and Border Protection, L. A. Field Office

Emeritus Members: Louise Oliver & Sakae

Hawley, Co-Chairs, Retired Federal Leadership Council

Federal Executive Board ... By The Numbers

- ◆ 230 Federal Agencies
- ◆ 125,000 Federal Employees
- ◆ 11 million dollars donated by Federal employees to charitable organizations each year
- ◆ 17,697,521 citizens who reside in 36,705 square miles
- ◆ 28 U.S. Congressional Districts
- ◆ 25 California Senate Districts and 40 Assembly Districts; and other California Government Offices
- ◆ 6 County Governments; (Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara and Ventura)
- ◆ 187 City Governments

Federal Expenditures in the Greater LA Area for Fiscal Year 2004

• Retirement & Disability	\$27,663,060,000
• Direct Payments	\$19,399,231,000
• Grants	\$21,211,200,000
• Procurements	\$19,909,038,000
• Salaries & Wages	\$ 7,166,901,000

TOTAL **\$95,349,430,000**

History: A 1961 Executive Letter, signed by President John F. Kennedy, established Federal Executive Boards. FEBs were created to bring the Federal Government closer to the people we serve, be more responsive to local issues and serve as a conduit of information between the Executive Office of the President and Federal entities located outside of Washington, D.C. The Los Angeles area was mandated to establish a FEB in 1963. The Los Angeles Federal community remains one of the largest in the United States. We routinely collaborate with and provide services to the citizens of the Southland.

Composition: Similar to the President's Cabinet in our Nation's Capital, FEB membership becomes automatic and mandatory by virtue of the incumbent being the senior agency official within the FEB's geographic boundaries. The "LA Cabinet" consists of the highest ranking Federal leaders of approximately 230 Federal agencies located in the Greater Los Angeles area. The Los Angeles FEB has a 2 person staff and each year is able to demonstrate that we save Federal agencies far more than our annual operating expenses. Currently, 28 FEBs exist nationwide. Eighty-four percent of all Federal employees work outside the national capital area.

Working Together Works

FEB supports and promotes national initiatives of the President and the Administration and responds to local needs of Federal departments/agencies and the community. The Board serves as a vital connection to inter-governmental coordination identifying common ground and building cooperative relationships. FEBs have a long history of establishing and maintaining valuable communication links and have been providing a balanced perspective for more than 43 years.

Today, the Boards are even more relevant than at any other time in history. As the local Federal ambassador, the FEB identifies opportunities for partnerships with inter-governmental and community organizations. Inter-agency collaboration is no longer just a wise choice; it has become necessary as a matter of survival. We no longer have the luxury of deciding *if* we want to work together, but we must determine *how* we will accomplish our common goals.

For Every Body

Federal Executive Board's programs are not just for executives. Although the senior agency representative is the actual member of the Board, agencies are encouraged to allow employees at all levels within their organizations to serve as an FEB contact, participate in FEB activities and incorporate FEB shared services into their agency missions to provide maximum flexibility by working together to meet the needs of the public we serve.

Serving the Southland for over 43 years

- ◆ Emergency Preparedness
- ◆ Continuity of Operations Planning
- ◆ Human Capital Initiatives
- ◆ Management Efficiencies
- ◆ Shared Training
- ◆ Public Service Recognition
- ◆ College Outreach
- ◆ Leadership Associates Program
- ◆ Mentoring
- ◆ Local and Commuting Information
- ◆ Intergovernmental Collaborations
- ◆ Unique Partnering
- ◆ Speakers
- ◆ Community Outreach Opportunities
- ◆ Networking Opportunities
- ◆ General Federal Government Information
- ◆ Project Coordination
- ◆ Shared Mediators/ADR Program
- ◆ Public Affairs
- ◆ Blood Drives
- ◆ Combined Federal Campaign

FEB Leadership Associate Alumni Serving in Iraq



Major Aaron Wilkes
U.S. Army Reserves
Class of 2000 Alumni
FEB Leadership Program

The FEB has frequently called upon Aaron Wilkes, an EEO Specialist for the Army 63rd Regional Readiness Command to speak to students interested in public service because of his commitment to public service and his country never waivers.

Aaron was recently deployed to Iraq. His team's mission is to ad-

vice, coach, teach, and mentor the Iraqi Army leadership, assisting them to assume full responsibility for the security of their country. Military Transition Teams, MiTTs as they're known, provide a mix of combat and combat support specialties to include operations, intelligence, logistics, communications, engineering, and security-the

things an army must do to stand alone.

The FEB supports all our troops and are honored to have one of our leadership program alumni among them. Soldiers appreciate letters; you can write to Aaron at the following address:

Address in Iraq:
MAJ AARON WILKES
IGFC-MITT
Building 0
Camp Victory South
APO AE 09342



"FEB helped me gain the confidence and skills I needed to get my recent promotion. I will keep reaching for the stars!"

Member, Class of 2006

Class of 2006 FEB Leadership Associates Graduation and Public Service Recognition Week Annual Celebration

Congratulations to the 30 graduates of the FEB's Leadership Associates Program. The graduation ceremony was highlighted at the Annual Public Service Recognition Week (PSRW) Celebration held May 3, 2006 at The Center at Cathedral Plaza in Los Angeles. Joining the graduates (photo below) are their mentors who guided, encouraged, and

assisted them throughout this year-long program. Many thanks to the Federal agencies who continually support these programs by nominating their high potential employees for this career development opportunity.

Through the PSRW Program, agencies publicly recognized their employees for their outstanding

contributions as public servants: **Rebecca James, Julie Stranges, Geoffrey Schofield and Hannah Menkin** for the Veterans History Project; **Hannah Menkin** for Poetry Therapy for Veterans Day Center Treatment Program, **Kay Davis-Harper**, National Labor Relations Board, for 33 years of service; **Ira Needleman, Brian Happy, and Paula Berger** of the VA Greater Los Angeles Healthcare System, for their continuous support of FEB's training programs, providing resources, graphic design, and production services.



Photograph by Lou Hernandez, Los Angeles Air Force Base

Imperfect Storm: The Looming Human Capital Crisis in California's High-Cost Cities

In July, the LA and San Francisco FEBs published a report to highlight the challenges faced by Federal employees working in these high cost locations and receiving inadequate compensation relative to Federal employees in lower cost areas. A complete copy of the report and some of the media attention received is available at the LA FEB website. The task force has made much progress this year:

- Broadly distributed the report to key policy-makers.
- Provided briefings to the California members of the House Government Reform and Homeland Security Committees and our Senators.
- Hosted a reporter from *The Federal Times* who has written many articles about our report.

The Federal Salary Council denied our request to

realign the LA Locality Pay Area to provide more equitable compensation.

The Task force is committed to increasing awareness of the challenges faced by agencies who must perform their essential functions while struggling to recruit and retain an adequate workforce. If you are interested in joining our efforts or have information that may be helpful, contact the FEB.



"As a federal worker, I have many times been interested in jobs I see posted in L.A., but knowing that there is no way I can afford to live there, I have not even applied to any vacancies for which I qualify. I know I just couldn't survive there because of the high housing costs in comparison to locality pay."

Las Vegas VA Employee

SMART Program Saves Agencies Money

Got disputes?
Got complaints?
Got grievances?
Get SMART!
(Shared MediAtoR Team).

SMART is the Federal Executive Board's Shared Neutrals Program. This program

uses mediation as an Alternative Dispute Resolution tool to assist local agencies with Equal Employment Opportunity issues and other workplace grievances.

SMART has been around since 2001 and has been cost

effective and successful in helping agencies resolve disputes. Employees volunteer their time and services to mediate for other federal agencies. If you would like to volunteer as a mediator, please contact Veronica Cook, SMART Coordinator at (562) 980-3445.

Public Service Professional Development Series

The 5th Annual Public Service Professional Development Series is back with a bang! The program has increased in the number of participants by 25%. This success has caused us to move to a new location at The Grand in Long Beach. The new facility is able to accommodate the growing class size and has free and easily accessible parking. The year-long pro-

gram runs from November 2006 through September 2007 with a lineup of six professional development seminars taught by various training consultants. The training is designed to be low cost, flexible for your training needs and able to meet local, state and federal governments and private industry training objectives. If you work in an organization that is undergo-

ing change; are seeking ways to improve individual skills; and need a local, low-cost solution-focused training, contact the FEB Staff for more information on this annual program.

Visit our website at www.losangeles.feb.gov for a list of our training consultants and services they provide.





Annual Women's Equality Day Program Launched

In commemoration of Women's Equality Day, the FEB sponsored a Secrets to Success Women's Conference on August 24, 2006 at the Coast Hotel in Long Beach. Over 100 women from local, state, federal and private organizations participated in this event which focused on professional development training. The conference speaker was **Joan Wisnosky of Jae Limited**. She presented information



on Communication, Organization and Stress Management topics which were designed to improve work performance and communication abilities. To add to the total success of today's woman, **Kaiser Permanente** provided a luncheon speaker, **Michelle Manzanares**, a registered dietitian who spoke on "Eating Well for Your Health".

The conference was an overall success with many interested in next year's conference. Here is a

quote from a participant:

"Joan, Thanks for giving 200% of yourself at your Secrets to Success Seminar. You are awesome and I think we all left your seminar much differently than we arrived. Every day I have been thinking about what I learned and it's improved me in a myriad of ways, especially professionally. I look forward to attending next year..."

Beverly Stinson Pleasant
City of Los Angeles



Federal Employees are VERY Generous!!
The Federal Workforce is smaller than many of the Los Angeles County workplace giving campaigns, yet raises almost 4 times more than the next largest campaign!



Every year federal employees donate over \$268.5 million dollars to charitable organizations nationwide through their local Combined Federal Campaigns. Locally, the Los Angeles and Orange County Combined Federal Campaigns donate over \$5 million dollars annually to various charities. Here is just one of the many thankful comments the CFC receives:

"Thank you so much for putting a face on the need. I have been a federal employee for more than 20 years and could never really relate to the somewhat cumbersome book with names and numbers on it. I used to simply write out a check and close my mind to it. Your program on Friday evening (LA CFC Talent Show) gave me a lot of information on some of the organizations that benefit from the Combined Federal Campaign. I was particularly pleased to see that CFC doesn't discriminate but accepts many organizations into their arms to help them out. The master of ceremonies was very knowledgeable about CFC and presented it with compassion - too many times we forget about that. I had some family members with me and they were very impressed that the Federal government would do such a campaign. Please pass on my thanks to all the people who helped to put it together. "

Very Respectfully
Diana Garcia, U.S. Coast Guard

Los Angeles Area COOP Leadership Working Group

Los Angeles Area Continuity of Operations Plan (COOP) Leadership Working Group (LAACLWG) met monthly throughout the year and provided excellent training programs for attendees. This group is co-chaired by **Tom Ridgeway**, FEMA Region IX and **Lieutenant Commander Tom Harker**, U.S. Coast Guard Integrated Support Command. The Executive Steering Committee consists of: **Nancy Petagna**, Customs and Border Protection; **Joan Brown**, IRS; **Peter Robles**, NASA-JPL; **Allen Leslein**, District Court; **Maria Molchulski**, Census Bureau; **Richard Tercero**, VA Regional Office; and **Ron Rohrer**, Citizenship and Immigration Service. The FEB provides administrative support to the LAACLWG. Membership is open to employees from the 230 Federal agencies in the Greater Los Angeles Area who have COOP responsibilities. Meetings will be held the 4th Tuesday of the month at the Joint Forces Training Base in Los Alamitos in 2007.

The First-ever Los Angeles Area COOP Table Top Exercise was held in December. This event was the culmination of the LAACLWG's activities and was a huge success. More than one-third (86) of the LA Area Federal agencies participated with more than 187 people in attendance. The Exercise tested agency COOP plans in the face of a large Earthquake on the Newport-Inglewood Fault. Those in attendance had this to say about the event: *"Networking and hearing successes and difficulties other agencies are experiencing was invaluable."* * *Met representatives from other agencies that may interact with us in the future—as a small agency with a small facility we need help from others."* * *"The sharing of ideas was excellent, especially the facilitator's enhancements and emphasis on key measures to consider for a good functioning COOP."* *"There are really great ideas out there to capture and incorporate."* * *"Professionally presented with experienced people with realistic insight."*

Executive Leadership Conference with San Francisco Makes A Come Back

Federal employees all across the nation got "The Leadership Edge" at the Executive Leadership Conference held June 27-29, 2006 in Las Vegas, Nevada. This collaboration between San Francisco and Los Angeles FEBs created an "interesting variety and range of information" for those in attendance.

Leaders from various organizations stepped up and shared knowledge, experiences and best practices for those serious enough to go above and beyond average performance in accomplishing their agency's mission.

Over 75 people attended the conference and participated in round table discussions to learn what it takes to take their performance over the edge in today's government and how to respond to the challenges we are facing as leaders and managers.

Topics included The Role of Government in the Gaming Industry, Fiscal Wake Up Tour, Designing an Effective Pay for Performance Compensation System, Inside the Beltway Update, Pay for Performance: In the Real World, The Nation at Risk: A Silent Human Capital Crisis Chal-

lenges the Ability of the Federal Government in California to Perform Vital Missions, Merit Systems Protection Board Focus Group, Implementation of Lean Six Sigma in Government Transactional Environment, and Emergency Management at the Federal Level.

Closing the conference with a presentation of Creating the Accountable Organization was **Mark Samuel, President and Founder of Impaq**. His session truly took the conference over the edge and was indeed "outstanding".



"I was impressed with the diversity of presenters and their depth of knowledge about their selected topics. I believe this format was both useful and timely, and the event has enough merit to continue as an ongoing event."

Dennis Wengert
District Deputy Director
Nevada SBA

Greater Los Angeles Area



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Check out our new
website
www.losangeles.feb.gov



FOR FEDERAL EMPLOYEES

my.kp.org/federalemployees

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Thanks to the following agencies for their support of FEB Operations:

- Department of Commerce: Bureau of the Census
- Department of Defense: Defense Contract Audit Agency
- Department of Homeland Security: Customs and Border Protection & Citizenship and Immigration Services
- General Services Administration: Public Building Service
- Department of Transportation: Federal Aviation Administration, AWP Region
- Department of Treasury: Internal Revenue Service
- Department of Veterans Affairs: Desert Pacific Healthcare Network and Greater Los Angeles VA Healthcare System
- Securities and Exchange Commission



Invitation from 2007 Leadership to Participate in FEB Programs



We invite you to increase your level of involvement with the Greater Los Angeles Federal Executive Board. The FEB has unique opportunities and resources available to enhance your organizational goals and objectives. Information sharing, networking, mediation services, low-cost training, employee development programs,

retirement planning, and disaster preparedness—including Continuity of Operations Plans (COOP), are just a few of the FEB's services that are available to you and your employees.

Rather than thinking of the FEB as yet one more demand on your time, we encourage you to recognize its value as a resource to help your agency overcome the

current challenges of trying to do more with less.

Today the Boards are even more relevant than at any other time in history. As the local Federal ambassador, the FEB identifies opportunities for partnerships with intergovernmental and community organizations. Building coalitions is an Executive Core Qualification for Federal Executives and

participation in FEB programs achieves this goal and provides strong networking opportunities.

We welcome your suggestions on how we may better serve you.

Theresa Camiling
2007 Chair

Casey Kelly,
2007 Chair-Elect