

# Federal Executive Board National Network

## Annual Report Fiscal Year 2020



*A National Network with Local Connections*

## ACKNOWLEDGEMENT

I extend my appreciation to the Federal Executive Board (FEB) Chairs, Vice 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 Energy

Department of Health and Human Services

Department of Homeland Security

Department of Housing and Urban Development

Department of the Interior

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

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

∞ ∞

Acting Director Kathleen M. McGettigan  
U.S. Office of Personnel Management



# TABLE OF CONTENTS

- FEBs at a Glance ..... 5
  
- Executive Summary ..... 7
  
- Strategic Goal I: Emergency Preparedness, Employee Safety, and Security
  - Emergency Preparedness / Continuity Training and Exercises ..... 9
  - All Hazard Emergency Plans and Emergency Communications .....12
  
- Strategic Goal II: Workforce Development and Support
  - Training and Learning Experiences .....15
  - Alternative Dispute Resolution .....17
  - Actively Managing the Workforce .....18
  - Acquiring Top Talent .....19
  
- Strategic Goal III: Strategic Partnerships
  - Combined Federal Campaign ..... 20
  - Supporting Administration and Agency Priorities ..... 21
  - Community Outreach ..... 23
  
- FEB Leadership and Staff ..... 25

# FEDERAL EXECUTIVE BOARDS (FEB) AT A GLANCE

## History and Operations

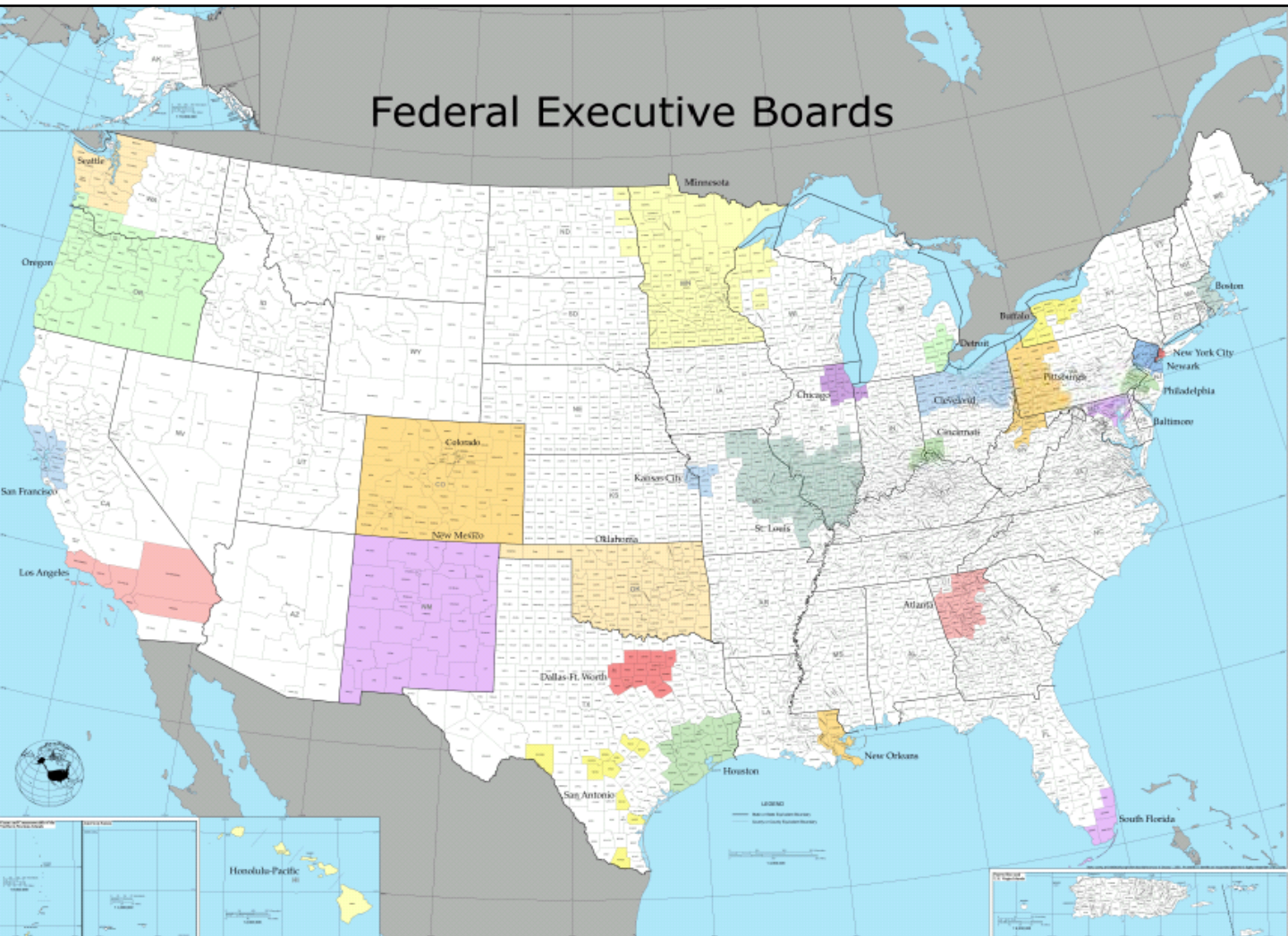
- Established by President John F. Kennedy's 1961 [Presidential Directive](#)
- Purpose: Improve interagency coordination and communication among Federal agencies outside of Washington, D.C.
- Board Members: Comprised of highest-ranking local Federal officials; officers elected annually
- Funding: Operational funding provided by a host Federal department or agency; 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, 2018-2022](#)
- Website: [www.feb.gov](http://www.feb.gov)

## Nationwide Statistics

- 28 FEBs are located across the Nation in metropolitan areas with significant Federal populations
- Approximately 811,087 Federal civilian employees are served in FEB areas which represents nearly 38% of the Federal community
- On average, 140 Federal agency component offices are served in each FEB

## National Network Strategic Goals

- Emergency Preparedness, Employee Safety, and Security
- Workforce Development and Support
- Strategic Partnerships



FEBs are located in the following metropolitan areas:

- Atlanta
- Baltimore
- Boston
- Buffalo
- Chicago
- Cincinnati
- Cleveland
- Colorado
- Dallas-Fort Worth
- Detroit
- Honolulu-Pacific
- Houston
- Kansas City
- Los Angeles
- Minnesota
- Newark
- New Mexico
- New Orleans
- New York City
- Oklahoma
- Oregon
- Philadelphia
- Pittsburgh
- San Antonio
- San Francisco
- Seattle
- South Florida
- 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, D.C. 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 core values create a strong culture for improving Federal services.

<p><b>Vision</b></p> <p>To be catalysts for better Government.</p>	 <p>Service * Integrity * Excellence</p>	<p><b>Mission</b></p> <p>Increase the effectiveness of Federal Government by strengthening coordination of government activities.</p>
--	---	---

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 Deputy — to coordinate all Board programs, initiatives, and activities.

In Fiscal Year (FY) 2020, the FEBs continued to advance efforts for the Federal community under three strategic goals: Emergency Preparedness, Employee Safety, and Security; Workforce Development and Support; and Strategic Partnerships. FEB-sponsored programs contributed to the following major accomplishments:

## Emergency Preparedness, Employee Safety, and Security

- FEBs hosted 7 emergency preparedness exercises with over 462 participants, and 34 training workshops serving over 1,504 participants.
- FEBs assisted local Federal agency leaders by providing operating status information, and reported 62 operating status changes to OPM in FY 2020. Real world events included: College Football Playoff National Championship, hurricanes (Laura and Sally), power outage, protest activity, snow, Super Bowl championship parade, wildfires, and winter storm/weather.

## Workforce Development and Support

- FEBs provided training opportunities to 20,748 Federal employees at an estimated cost avoidance of more than \$7.5 million.
- FEB-sponsored Alternative Dispute Resolution/Shared Neutrals programs successfully settled more than 195 cases, resulting in an estimated cost avoidance of more than \$10.2 million.

## Strategic Partnerships

- Combined Federal Campaign (CFC) campaigns in FEB areas collectively raised \$37.5 million for charity organizations, as well as 43,081 hours of volunteer service pledges. Special Solicitation donations in FEB areas contributed \$1.3 million to benefit charities supporting pandemic relief efforts.
- Across all 28 FEBs, a total of 1,435 employees contributed more than 4,557 hours of community service. Additionally, FEBs coordinated the donation of over 125,269 pounds of food throughout the year. Blood drives hosted by FEBs provided local hospitals with more than 908 units of blood.

In summary for FY 2020, 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, D.C.



# STRATEGIC GOAL I:

## Emergency Preparedness, Employee Safety, and Security

### 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 played 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 the Federal partners below, helped promote emergency preparedness in areas covered by FEBs.

- Department of Agriculture
- Department of Commerce, National Oceanic and Atmospheric Administration (NOAA), National Weather Service (NWS)
- Department of Health and Human Services
- Department of Homeland Security (DHS), Federal Emergency Management Agency (FEMA)
- DHS, Federal Protective Service (FPS)
- DHS, Interagency Security Committee (ISC)
- DHS, Cybersecurity & Infrastructure Security Agency (CISA)
- DHS, Transportation Security Administration
- Department of Interior
- Department of Justice
- Department of Labor
- Department of Transportation
- Department of Veterans Affairs
- General Services Administration
- U.S. Army
- U.S. Coast Guard



**FEMA**



**FPS**



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

**Pandemic Reconstitution** – During an unprecedented Nationwide coronavirus disease (COVID-19) pandemic, FEBs supported member agencies to ensure employee safety. FEBs partnered with FEMA to host virtual Federal reconstitution webinars, which provided strategies to resume normal office operations, including flexibilities for telework, social distancing, and wearing facial coverings. Over 483 participants attended these events which took place in the following FEB areas: *Atlanta, Boston, Chicago, Cincinnati, Cleveland, Dallas-Ft. Worth, Detroit, Honolulu, Houston, Los Angeles, Minnesota, Newark, New Mexico, New Orleans, New York City, Philadelphia, Pittsburgh, San Antonio, San Francisco, Seattle, South Florida, and St. Louis.* FEBs also assisted agencies to obtain cloth facial coverings from FEMA for Federal employees.

#### Did You Know?

**Many FEBs participate in their local Federal building's Facility Security Committee (FSC) meetings, partnering with agencies on security decisions for employee safety.**

Active Shooter Awareness – FEBs hosted training and exercises on how to respond to an active shooter situation in a Federal facility. Over 390 participants attended these events which took place in the following FEB areas: *Chicago, Kansas City, Minnesota, Philadelphia, and South Florida.*

Closed Points of Dispensing (POD) – In the event of an anthrax attack, designated Federal facilities would be established as Closed PODs to provide medical countermeasures to the local Federal population and reduce the demand on local authorities. For this role, the FEBs served as a communications link with local Federal Departments and Agencies, as they would do for any emergency.

The following FEBs assisted with POD activities by hosting training to staff PODs, sponsoring POD exercises, and participating in POD planning: *Atlanta, Cincinnati, Detroit, Houston, Kansas City, Los Angeles, Minnesota, and New Mexico.*

Additionally, the *Dallas-Ft. Worth, Honolulu, and Philadelphia* FEBs partnered with local Departments of Health to prepare for distributing potential COVID-19 vaccines as part of Operation Warp Speed.

## Information Sessions

- *New Orleans FEB* hosted its Annual Hurricane Preparedness, Emergency Response, and Continuity of Operations Briefing. The seminar included evacuation strategies during a pandemic. Additional discussion focused on hurricane forecasts, weather tracking tools, flood protection, communication and technology, building security, and programs to support emergency preparation and response.
- *Philadelphia FEB* hosted an overview of National Special Security Events (NSSE) from the Dignitary Protection Division, US Secret Service, DHS. The presentation explained how and why certain events are designated as NSSEs, and what to expect if there is an NSSE scheduled within the local jurisdiction.
- *Pittsburgh FEB* hosted the 4<sup>th</sup> Annual Security Risk Management Symposium. Discussion topics included cyber and physical security, risk management strategies, and prioritization of resources.

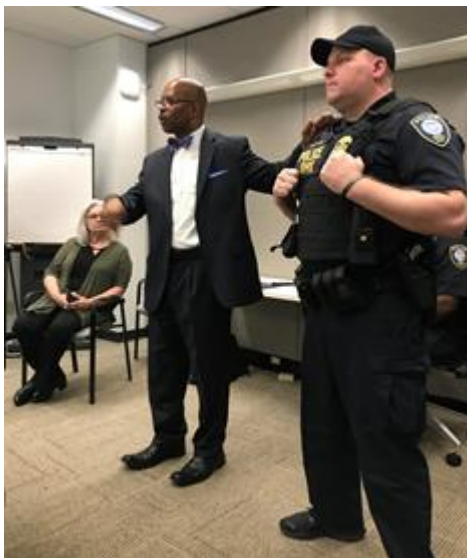
### Core Values

#### FEBs **Lead Through Excellence**

In January 2020, the Chicago FEB hosted an information session for 50 emergency planners and Federal senior leaders at the Chicago Office of Emergency Management and Communications. Presenters included representatives from FEMA, NWS, and the Department of Justice.

The feature presentation shared details on Crimson Contagion, a full-scale exercise for a pandemic response scenario. The session helped the Federal community think ahead in regards to pandemic response, including operational communications and coordination, and telework. The exercise also touched on economic impacts, mass care services, and the emotional and financial health of the Federal community.

- *San Antonio FEB* co-hosted its second annual Emergency Preparedness Conference, "Are You Ready for the Next Catastrophic Flood Event in South Central Texas?" Nearly 300 attendees from Federal, City, State, local, non-profit organizations, and academia attended a full-day event focused on topics related to flooding in San Antonio and the surrounding areas.
- *San Francisco FEB* co-hosted a forum with the PG&E utility company for Federal leaders to address stakeholder needs and identify critical infrastructure. This forum resulted from significant power shut-offs in 2019, and established positive relationships to develop future plans for high-concern power grids.
- *South Florida FEB* sponsored a virtual Full Board meeting devoted to Emergency Preparedness & Management, which included a presentation on hurricane preparation and evacuation strategies during a pandemic.



Dallas-Ft. Worth FEB received a threat briefing from the Federal Protective Service.



Dallas-Ft. Worth FEB sponsored a CPR certification training for emergency planners.

Interagency Training Events – FEBs sponsored a number of FEMA continuity training courses in FY 2020, including: Instructional Presentation and Evaluation Skills, Reconstitution Workshop, Continuity of Operations Program Manager Course, and Continuity of Operations Planner's Workshop.

- *Cleveland FEB* – the FEB Continuity Working Group provided training on Operations Exercise Design Course and the Federal Continuity Directives 1 and 2.
- *Colorado FEB* – sponsored workshops on emergency topics including: cybersecurity, continuity of operations, personal and family preparedness.
- *Dallas-Ft. Worth FEB* – sponsored CPR training in partnership with the Department of Labor, aimed at renewing CPR certification for emergency planners.
- *Honolulu and Los Angeles FEBs* – sponsored a monthly virtual series with FEMA Region IX, focusing on continuity of operations. Topics included: continuity resources kit and essential functions; orders of succession and human resources; reconstitution; essential records management; alternate locations; devolution; communications and information systems; test, training, and exercise; and continuity assessment tool.
- *Oklahoma and Oregon FEBs* – sponsored DHS-ISC Risk Management Process training.
- *Pittsburgh FEB* – participated in virtual webinars, including: FEMA's Human Trafficking: The Hidden Crime; ISC's Violence in the Federal Workplace: A Guide for Prevention and Response; and InfraGard's 2020 Cyber Conversations.
- *South Florida FEB* – co-sponsored B@5ic5 cybersecurity training with FEMA Region IV and FPS.

Tabletop (TTX) and Full-Scale Exercises – Through each FEB's interagency emergency preparedness/continuity working group, the Boards partnered with FEMA and other agencies to host tabletop and full-scale exercises with a variety of potential scenarios: best practices (*Dallas-Ft. Worth*); community emergency (*South Florida*); cybersecurity (*South Florida*); earthquake (*Oregon*); flood (*San Antonio*); hurricane (*South Florida*); and pandemic (*Chicago; Los Angeles*). Many FEBs postponed or cancelled scheduled interagency emergency preparedness exercises for this year, as agencies implemented their emergency plans in response to the real-world COVID-19 pandemic.

5 FEBs hosted exercises in FY 2020, most with support from FEMA:

- *Dallas-Ft. Worth FEB* – Continuity TTX with FEB Employee Preparedness and Employee Safety Committee.
- *Los Angeles FEB* – half day Pandemic/Biologic exercise.
- *Oregon FEB* – Tipping Point Earthquake Readiness.
- *San Antonio FEB* – Catastrophic flood exercise with FEMA Region VI and San Antonio Office of Emergency Management.
- *South Florida FEB* – Hurricane exercise in partnership with FPS; Cybersecurity exercise in partnership with FEMA Region IV; and Federal Coordination Center Community exercise in partnership with Miami VA Medical Center.



Los Angeles FEB Pandemic/Biologic Emergency Exercise with FEMA Region IX.



South Florida FEB Federal Coordination Center Community Emergency Exercise.

Benefits to Departments/Agencies:

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

Result: In FY 2020, FEBs hosted 7 exercises with over 462 participants and 34 training events serving over 1,504 participants.

**All Hazard Emergency Plans and Emergency Communications**

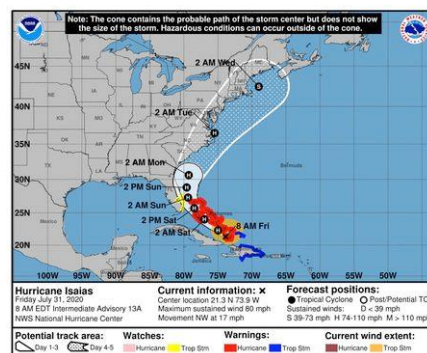
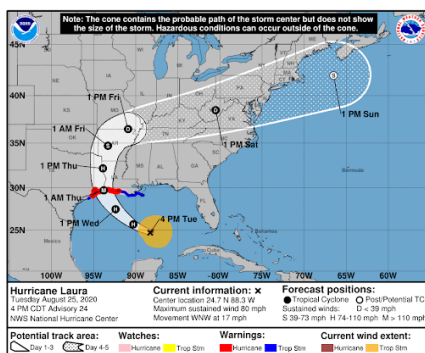
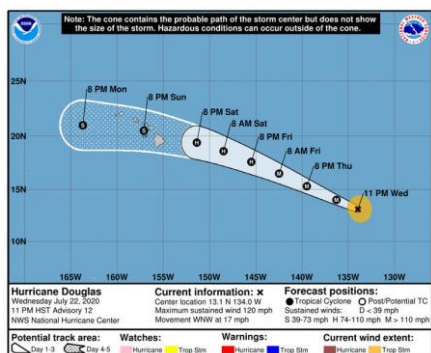
*FEBs assure awareness of Federal communities by providing timely and accurate communication of emergency information.*

FEBs used a Nationwide web-based emergency notification system to provide up-to-date, accurate, and consistent information to their Federal agency leaders to assist in making workforce status decisions for their employees. The notification system provided FEBs the ability to rapidly communicate vital information to key members via text, voice and email messages delivered to various devices during local emergencies. The FEB Executive Director served as the point of contact for each FEB's notification system.



For weather-related or unusual situations affecting an FEB geographic area, the FEBs provided 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, 25 of the 28 FEBs would have provided an operating status recommendation (delayed arrival; early departure; closure; open with unscheduled leave/unscheduled telework) for local Federal agency leaders to consider in making operating status decisions for their employees.

In FY 2020, 21 FEBs provided operating status recommendations and 3 FEBs provided information only to local Federal agency leaders: *Atlanta, Baltimore, Boston, Buffalo, Chicago, Cincinnati, Cleveland, Colorado, Dallas-Fort Worth, Detroit, Honolulu, Houston* (information only), *Kansas City, Minnesota, New Orleans, Newark, New York City, Oklahoma* (information only), *Oregon, Philadelphia, Pittsburgh, San Antonio, San Francisco* (information only) and *St. Louis*.



Hurricane Douglas (Honolulu FEB); Hurricane Laura (Houston and New Orleans FEBs); and Hurricane Isaias (South Florida FEB).

- Chicago FEB convened an all-agency Full Board meeting to discuss protest activity in the community. The FPS and FBI provided briefings on local activity and impact to Federal facilities.
- Honolulu FEB briefed agency leaders and disseminated emergency notifications with information from NWS related to Hurricane Douglas.
- Houston FEB shared NWS information with agency leaders regarding Hurricane Laura and Tropical Storm Beta. Both storms caused localized flooding and caused some agencies to close operations to the public.
- Kansas City FEB recommended agencies maximize unscheduled leave and unscheduled telework policies for Federal employees working in downtown Kansas City, in order to avoid crowds and traffic congestion related to the Super Bowl Championship parade.
- Los Angeles FEB monitored wildfires and local protest activity, and provided Federal agencies with workforce planning guidance.
- New Orleans FEB coordinated the Federal response to Hurricanes Laura, Marco, and Sally. This effort included sending weather briefings, hosting conference calls, gathering agency operating status information, and providing guidance from emergency response entities. The New Orleans FEB issued non-binding recommendations that ranged from unscheduled leave and unscheduled telework, to early dismissal and, in some cases, office closures.

- Oregon FEB monitored wildfires and local protest activity, and provided information and real-time updates to assist agency leaders determine workforce status for their employees.
- Philadelphia FEB monitored protest activity in partnership with FPS and the Delaware Valley Intelligence Center, and provided agency leaders with current information on local conditions.
- San Antonio FEB partnered with FPS, CISA, and Southwest Texas Fusion Center to provide agencies with information related to protest activity.
- South Florida FEB disseminated reports on injuries, closures, and evacuations related to the earthquake which impacted the Caribbean Sea on January 28, 2020. Additionally, the South Florida FEB also shared information from the NWS related to Hurricanes Isaias and Sally, and Tropical Depressions 15 and 19.

**5 Things to Know about Winter Weather Forecasts**

- 1 Snow or ice totals can vary greatly over short distances**  
A heavy snow band may form, dropping more snow in one location while significantly less snow falls just a few miles away.
- 2 Winter forecasts can change frequently**  
Forecasts may change as new model data becomes available. Always check weather.gov for the latest information.
- 3 Focus more on the winter storm's impacts**  
Don't focus too much on exact numbers, and consider the full range of possibilities.
- 4 Know your winter weather terminology**  
If a Watch is issued, get prepared for hazardous weather. If a Warning or Advisory is issued, take action – hazardous weather is occurring or will occur soon.
- 5 Rely on a dependable source for weather info**  
Choose your information sources wisely, and follow a name or organization you know and trust.

For more information on winter weather safety, visit: [weather.gov/winter](https://www.weather.gov/winter)

Boston FEB shared NWS information with Federal leaders.

**Benefits to Departments/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 Governmentwide Dismissal and Closure Procedures, FEBs assisted local Federal agency leaders by providing operating status information, and reported 62 operating status changes to OPM in FY 2020. Real world events included: College Football Playoff National Championship, hurricanes (Laura and Sally), power outage, protest activity, snow, Super Bowl championship parade, wildfires, and winter storm/weather.

# STRATEGIC GOAL II:

## Workforce Development and Support

### Training and Learning Experiences

*FEBs develop the Federal workforce by providing critical training opportunities and learning experiences. These offerings and other learning experiences assist agencies to supplement agency training programs.*

FEBs identified and provided a variety of quality training opportunities, at low- or no-cost, to their Federal communities such as Professional Development, Supervisory Training, and Lean Six Sigma. When COVID-19 social distancing restrictions affected the delivery method for trainings, FEBs promptly restructured the following trainings to webinar formats: Effective Communication, Employee Engagement, Conflict Resolution, Skill Development, and Retirement Readiness. A number of the webinars were marketed to all FEBs, which allowed Federal employees Nationwide to participate in the trainings.

Other customized training experiences included local interagency mentoring programs hosted by the Atlanta, Dallas-Ft. Worth, and Kansas City FEBs. The Atlanta FEB mentoring program won the 2020 International Coaching Federation of Georgia PRISM Award for achieving the highest standard of excellence with coaching of employees within the metro Atlanta and the southeast. Additionally, the Kansas City FEB hosted two Executive Women in Motion (EWIM) flash mentoring sessions, and the Philadelphia FEB hosted the first virtual EWIM flash mentoring event.

**Did You Know?**

**FEBs helped agencies avoid additional training expenditures of \$7.5 million in training costs for 20,748 employees.**

### Core Values

#### FEBs Lead Through Service

FEBs demonstrated responsiveness to the needs of the Federal community by sponsoring webinars for employees to navigate through the pandemic, professionally and personally, such as: Finding Hope: Learning to Cope with COVID-19; Managing Virtual Teams; Critical Thinking in Turbulent Times; How to Turn Adversity into Advantage; Remote Servant Leadership; Noon Zoom: Support During the Pandemic; and Quality Time While Quarantined.

The Dallas-Ft. Worth FEB partnered with the Federal Trade Commission to host a two-day interagency webinar and information session in response to COVID-19 events. Over 700 Federal employees participated virtually. Presenters were from the following agencies: Department of Housing and Urban Development; Department of Justice; Department of Agriculture; Department of Health and Human Services; Department of Labor; Small Business Administration; Federal Trade Commission; Securities and Exchange Commission; Federal Reserve Bank of Dallas; and Consumer Financial Education.



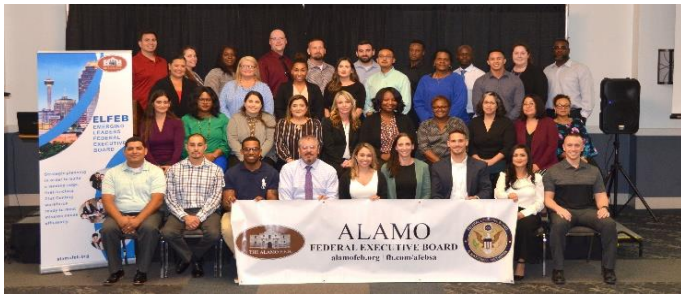
Leadership Programs – A common training need is leadership development. The following FEBs sponsored local interagency leadership programs at low-cost: Atlanta, Cleveland, Dallas-Ft. Worth, Honolulu, Houston, Kansas City, Los Angeles, Minnesota, Oklahoma, Oregon, Pittsburgh, San Antonio, San Francisco, Seattle, South Florida, and St. Louis. These programs targeted high-performing Federal employees at the GS-13 and above, or GS-7 through GS-12 grade levels. The programs included learning opportunities, mentoring, agency visits, and capstone projects. In addition to these formal programs, many FEBs sponsored general leadership training courses.



Atlanta FEB Peak Performance Program for Aspiring Leaders, GS-7 through GS-12; and Atlanta FEB Leadership Government Program; GS-13 and above.



Minnesota FEB Federal Outreach and Leadership Development Program.



San Antonio FEB Leadership Program, GS-12 and above; and San Antonio FEB Emerging Leaders Program, GS-7 through GS-11.

- Benefits to Departments/Agencies:
- Reduces employee development costs
  - Increases training offerings
  - Creates cross-agency training opportunities

Result: In FY 2020, FEBs helped agencies avoid additional training expenditures of \$7.5 million in training costs for 20,748 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 allowed participating Federal agencies, through reciprocal agreements, to share trained mediators and other mediation resources. These programs assisted agencies to avoid costly formal litigation procedures and provided a neutral mediator to assist in improving employee morale and collegial relationships. Shared Neutrals programs operated in these FEB areas: *Atlanta, Boston, Chicago, Colorado, Dallas-Ft. Worth, Detroit, Honolulu, Kansas City, Los Angeles, Minnesota, New Orleans, Oklahoma, Oregon, Philadelphia, Pittsburgh, San Antonio, San Francisco, Seattle, and South Florida.*

OPM and the Federal Mediation Conciliation Service (FMCS) continued to operate under a Memorandum of Understanding to provide mediation training services for the FEB programs. Under the agreement, FMCS Headquarters managed the administrative processes and, in FY 2020, provided basic and advance mediation training at no-cost to the FEBs and attendees.

### Did You Know?

**Participant surveys from FEB mediation programs indicate:**

**97% of mediation participants indicated it was helpful to have a mediator from another Federal agency**

**92% 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 2020, FEB-sponsored ADR programs successfully settled 195 cases, resulting in an estimated cost-avoidance of more than \$10.2 million.\*

\* 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.

# Actively Managing the Workforce

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

Federal Employee Awards – The following FEBs highlighted high-performing Federal employees in their respective communities and/or rewarded innovative efforts that advanced the mission of their Federal agency: *Atlanta, Chicago, Cincinnati, Cleveland, Dallas-Ft. Worth, Honolulu, Kansas City, Los Angeles, Minnesota, Newark, Oklahoma, Oregon, Pittsburgh, San Antonio, San Francisco, South Florida, and St. Louis.* Nomination submissions are typically judged by a panel using criteria for a variety of categories, such as: Leadership, Customer Service, Community Service, Diversity and Inclusion, Distinguished Lifetime Achievement, Distinguished Military/Military Support, Extraordinary Contributions in the Accomplishment of Agency Mission, Administrative Support, and Law Enforcement. Due to the pandemic, many FEBs pivoted these in-person ceremonies to virtual events, or distributed the awards for agencies to host virtual place-based ceremonies. A few FEBs postponed award ceremonies until 2021.



Oregon FEB hosted a virtual Public Service Recognition awards ceremony.



Honolulu FEB hosted an “in-place” awards ceremony at Pearl Harbor Shipyard.



Atlanta FEB hosted a “Come Together: Unity Throughout the Federal Agencies” virtual ceremony.



Pittsburgh FEB hosted an “Excellence in Government” virtual ceremony.



Anita Minaei, TSA-FSD, presented a virtual award to FDA Inspector, Janet Pulver, as part of the Los Angeles FEB’s place-based awards program.

Benefits to Departments/Agencies:

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

Result: In FY 2020, FEBs presented a total of 1,264 awards to Federal employees.

## Acquiring Top Talent

*FEBs conduct outreach to inspire, educate, and attract key pools of workplace talent needed by Government agencies.*

College and University Partnerships – A number of FEBs coordinated sessions with local colleges and universities to attract and recruit talent to the Federal Government. The *Atlanta FEB* reinstated its Task Force for historically black colleges and universities; the *Boston FEB* hosted government career forums at the University of Massachusetts and Brandeis University; the *Chicago, Cincinnati, Cleveland, Detroit* and *Minnesota FEBs* created a virtual database for university outreach that includes over 400 higher education institutions. The *Los Angeles, Kansas City, and Pittsburgh FEBs* continued with the Government to University (G2U) initiative. The goal of the G2U initiative is to establish regional networks with sustainable partnerships between government and university representatives to strengthen the talent pipeline and capitalize on university research to solve government challenges. The *Kansas City FEB* G2U partnership with Johns Hopkins University Center for Civic Impact won the Government Effectiveness Advanced Research grand prize, awarded by the General Services Administration and Office of Management of Budget. The partnership piloted a collaborative effort to train 250 Federal practitioners, in the Kansas City region, in data management, analytics, and communicating with data using the existing Center for Civic Impact Curriculum tailored to the Federal workforce.

Hiring Fairs – Several FEBs hosted hiring fairs with local agencies. Through these partnerships, FEBs discussed the Federal application process and connected job seekers with knowledgeable professionals.

Diversity – FEBs supported a more diverse Federal Government with targeted outreach to Veterans and individuals with disabilities, and organized diversity training events to foster awareness within their communities.



South Florida FEB participated in the Fort Lauderdale Senior Career Fair.

Benefits to Departments/Agencies:

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

Result: The Federal college and interagency partnerships assist to attract skilled talent and retain high performing employees.

# STRATEGIC GOAL III:

## Strategic Partnerships

### Combined Federal Campaign

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

FEBs provided strong leadership and support for the CFC outside of the Washington, DC, area, and served 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.
- Helped local LFCCs to implement CFC regulations.

The Office of CFC organized a Special Solicitation to benefit people impacted by COVID-19. The Special Solicitation provided Federal employees, members of the military, postal workers and retirees the opportunity to support their favorite CFC-participating charities outside of the traditional CFC giving period. One hundred percent (100%) of the gifts donated during the Special Solicitation were directed to the participating charities (without a distribution fee).

#### Benefits to Departments/Agencies:

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

Result: FEB efforts contributed to meeting CFC campaign goals. The overall CFC pledges for FY 2020 totaled more than \$80.9 million, plus an additional 123,371 hours of volunteer service. Campaigns in FEB areas collectively raised \$37.5 million for charity organizations, as well as 43,081 hours of volunteer service pledges.

The CFC Special Solicitation collected \$2.6 million to benefit charities supporting COVID-19 relief efforts. Special Solicitation donations in FEB areas contributed \$1.3 million.

**Did You Know?**

**Pledges for Combined Federal Campaigns in FEB areas represent 46% of total CFC monetary receipts, and 35% of committed volunteer service hours.**

**CFC Special Solicitation donations in FEB areas represent 50% of the total CFC Special Solicitation to benefit individuals impacted by COVID-19.**



# Supporting Administration and Agency Priorities

*FEBs improve communication among Federal agencies within each FEB, across the Nationwide FEB Network, and between FEBs and Federal offices in Washington, DC.*

FEBs served their local Federal communities by providing forums for discussion and coordination to advance Administration and Agency priorities. FEBs convened local agency heads at regular Full Board meetings to highlight Governmentwide and local initiatives, enabling Federal leaders to share information related to their agency-specific missions and identify areas which would benefit from cross-agency collaboration. FEBs facilitated additional interagency communication by issuing monthly newsletters and providing networking opportunities between State and local government entities, including local Congressional offices.

## Core Values

### FEBs Lead Through Integrity

The San Antonio FEB partnered with Joint Base San Antonio to recruit volunteers to staff the COVID-19 Call Center. Fifteen Airmen from the 433rd Air Reserve Component (ARC) answered nearly 12,800 calls from active and retired military personnel, dependents, and civilians in Bexar County, Texas. The often emotional phone calls ranged in topics, including identifying symptoms, need for medical attention, understanding changing health directives, mental illness/depression, locating testing locations, and how to quarantine. Each phone call was answered with a high level of discipline, professionalism, care and understanding. The ARC volunteer team reduced the average wait times from nearly 1 hour to less than 15 minutes. The ARC team investigated 4,000 positive COVID-19 cases and prevented further disease transmission. Afterwards, the ARC team received epidemiology training which resulted in the review and recording of 13,000 detailed medical and lab reports.

Pandemic Support – FEBs served as a convening resource to bring Agency senior leaders together to share best practices and discuss common concerns. The *Atlanta, Cincinnati, Honolulu, Kansas City, Oregon, Seattle and South Florida FEBs* increased the frequency of their Full Board and/or Policy Committee meetings, often to a weekly or bi-weekly cadence, to ensure information was shared in real-time. Other FEBs hosted Round Table discussions and distributed daily situation reports to update agencies with critical information. FEBs also connected strategic partners to obtain vital protective equipment and supplies for Federal first responders and front line workers.

Combating the Opioid Crisis – The *Boston, Kansas City, and Philadelphia FEBs* served on their Regional Federal Opioid Task Forces, which identified cross-agency strategies to increase public awareness of Federal services. The *Philadelphia FEB* hosted a Town Hall meeting featuring Philadelphia Department of Behavioral Health and Intellectual Disability Services; Pennsylvania Department of Drug and Alcohol Programs; Substance Abuse and Mental Health Service Administration; and Centers for Medicare & Medicaid Services' Public Health Service. The Town Hall stimulated thoughtful discussion with attendees. The *Kansas City FEB* partnered with its local chamber of commerce to develop a citywide educational campaign on the opioid crisis.

The *Detroit, Kansas City, Los Angeles, and Pittsburgh* FEBs also shared information related to DEA National Prescription Drug Take Back days with member agencies. FEB support of DEA Prescription Drug Take Back days was critical to collecting and destroying unused medicine, ensuring that unused prescriptions were not improperly abused.

EnVision Centers – *Detroit* FEB featured the Department of Housing and Urban Development's (HUD) EnVision Center initiative during a Full Board meeting. EnVision Centers are “one stop shop” centralized hubs that offer services to assist people transition out of public housing into successful, self-sufficient living. EnVision Centers partner with Federal agencies and non-profit organizations. The *Detroit* FEB's Full Board meeting highlighted information related to the two EnVision Centers located in Detroit. Agency leaders also received a tour of one of the EnVision Centers.



HUD EnVision Center Pillars.

Improving Federal Security – The *Dallas-Fort Worth, Minnesota, San Francisco* and *South Florida* FEBs collaborated with Department of Homeland Security's Transportation Security Administration (TSA), where Federal employees volunteered as decoys for canine teams at nearby airports. Over time, the canines in training recognize familiar scents, which render repeat decoys as less effective. Federal volunteers served a vital position of being unfamiliar to the canine teams and the security screeners, enabling TSA to conduct realistic tests. The canine teams detect explosives and provide a visible deterrent to terrorism, improving National security.



Atlanta FEB virtual Feds Meet Feds Expo.

Federal Agency Showcases – *Atlanta* and *Minnesota* FEBs hosted showcases to promote agencies' missions and services. These showcases educated citizens and highlighted Federal success stories for a public audience. Other FEBs featured agency initiatives during regular Full Board meetings.

Congressional Briefings – *Boston, Minnesota, Oklahoma,* and *South Florida* FEBs provided briefings for local Congressional staff to share information on FEB programs and foster networking relationships. Additionally, *Boston* and *Kansas City* FEBs distributed Federal directories, including agency leadership contact information, to local Congressional offices.

Public Affairs Councils – *Kansas City, Los Angeles,* and *Seattle* FEBs sponsored public affairs councils to discuss best practices, provide training, and encourage networking among Federal public affairs officers. These councils help improve the public's understanding of Federal programs.

Acquisition and Small Business Councils – *Kansas City, Minnesota, and St. Louis FEBs* sponsored councils to support the Federal acquisition community and local small businesses. The acquisition councils foster networking and share information among contracting professionals. The *Minnesota FEB* hosted a Government Procurement fair for prospective contractors interested in working with the Federal Government, while the *Kansas City FEB* facilitated meetings to educate small businesses on doing business with the Government. The *St. Louis FEB* hosted a day of training for 47 acquisition professionals on the latest changes and opportunities affecting Federal contracting.



Honolulu FEB Executive Committee, in front of an F-22 Raptor display, operated by the Hawaii Air National Guard - 154<sup>th</sup> Wing HQ.

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 Governmentwide initiatives outside of Washington, DC.

## Community Outreach

*FEBs cultivate community relations by coordinating Federal participation.*

FEBs coordinated volunteer opportunities and community outreach programs. Such programs included: 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.

Veteran Outreach – The *Chicago, Kansas City, Newark, New Orleans, San Antonio, and South Florida FEBs* supported their local veteran communities. *Chicago and Newark FEBs* hosted information sessions to inform veterans of the benefits and services they are eligible to receive from Federal agencies. *Kansas City and South Florida FEBs* supported local VA Stand Down events, recruiting volunteers to provide food, clothing, and health screenings to homeless and at-risk veterans. Similarly, the *New Orleans FEB* recruited volunteers for the World War II Museum Land, Air, and Sea Festival, which celebrates World War II veterans and showcases military aviation. The *San Antonio FEB* promoted the Texas Workforce Solutions' Red, White and You Veterans' Job Fair.



Employee Wellness Programs – The *Kansas City, Los Angeles, and Pittsburgh FEBs* sponsored group exercise activities and nutritional programs which provided employees with meaningful tools to reduce health risks. FEB-sponsored health fairs hosted by the *Chicago, Cincinnati, Detroit, Kansas City, Minnesota, Newark, Philadelphia, Pittsburgh, South Florida* and *St. Louis FEBs* provided employees the opportunity for basic health screenings and assisted employees to make informed healthcare decisions during Federal Benefits Open Season.



Los Angeles FEB blood drive at the Richard Nixon Presidential Library.

Grade School Outreach – The *Cleveland and South Florida FEBs* engaged with grade schools to promote public service and improve students' reading proficiency. The *Cleveland FEB* sponsored a tutoring program for elementary students. Computers and hot spots were issued for the 2020-2021 academic year, making virtual learning and tutoring possible. The *South Florida FEB* participated in career fairs to educate elementary, middle, and high school students on Federal agency missions and in-demand professions.



Minnesota FEB annual school supply drive filled 25 backpacks and 16 boxes with supplies for students in need within the Twin Cities metropolitan area.

Food and Community Supply Drives – The *Atlanta, Colorado, Detroit, Kansas City, Oklahoma, Pittsburgh, San Antonio, South Florida* and *St. Louis FEBs* coordinated food drives to help feed hungry families within their communities. Food drives were especially important this year to help bridge the gap for distressed families impacted by the pandemic and natural disasters. Similarly, the *Kansas City, Minnesota, New Orleans, San Antonio, South Florida* and *St. Louis FEBs* hosted supply collections to benefit various local organizations which support communities in need, such as school supplies, household and personal hygiene items, and holiday toys. The *Atlanta, Detroit, Los Angeles, Minnesota, New Orleans, Pittsburgh, and South Florida FEBs* coordinated blood drives to support their local communities.

#### Benefits to Departments/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 1,435 employees contributed more than 4,557 hours of community service. Additionally, FEBs coordinated the donation of over 125,269 pounds of food throughout the year. Blood drives hosted by FEBs provided local hospitals with more than 908 units of blood.



# FEB LEADERSHIP AND STAFF – FISCAL YEAR 2020

Atlanta, GA

Michelle Driscoll, Chair

Joel Bridges, Acting Executive Director

Buffalo, NY

Vacant, Chair

Vacant, Executive Director

Cleveland, OH

Cameron Brown, Chair

Anna Vedouras, Executive Director

Detroit, MI

Michael Polsinelli, Chair

Michelle Rhodes, Executive Director

Kansas City, MO

Michael Copeland, Chair

Larry Hisle, Executive Director

New Mexico

Leticia Ibarro, Chair

Vacant, Acting Executive Director

Newark, NJ

Dorisse Shakir-Ullah, Chair

Quanla Owens, Executive Director

Philadelphia, PA

Susan Marsh, Chair

Lisa Makosewski, Executive Director

San Francisco, CA

Kimberly Nash, Chair

Sara Russell, Executive Director

Baltimore, MD

Douglas Hemphill, Chair

Cynthia Cavalieri, Executive Director

Chicago, IL

Pamela Langston-Cox, Chair

Jean Brown, Executive Director

Colorado

David Bowling, Chair

Fred Eidson, Executive Director

Honolulu, HI

Scott Ebell, Chair

Christopher Conklin, Executive Director

Los Angeles, CA

Steven Porter, Jr., Chair

Kathrene Hansen Kin, Executive Director

New Orleans, LA

Deepak Bhatnagar, Chair

Theresa Trentacoste, Executive Director

Oklahoma

Kevin Stamey, Chair

Chris Hooper, Executive Director

Pittsburgh, PA

Jose Diaz, Chair

Tamara Ivosevic, Executive Director

Seattle, WA

Gabriel Russell, Chair

Paul Carlson, Executive Director

St. Louis, MO

Bryan McGraw, Chair

Cherina Coffman, Acting Executive Director

Boston, MA

Paul Jacobsen, Chair

Kimberly Ainsworth, Executive Director

Cincinnati, OH

Timothy Comer, Chair

Tina Toca, Executive Director

Dallas-Fort Worth, TX

Belinda McCallister, Chair

Kelly Anderson, Executive Director

Houston, TX

Mark Winchester, Chair

Robert Musgrove, Executive Director

Minnesota

Michele Smith, Chair

Andria Horwitz, Executive Director

New York City, NY

Dennis Gonzalez, Chair

Vacant, Executive Director

Oregon

Stephen Taber, Chair

Joyce Hamilla, Executive Director

San Antonio, TX

Wesley Roeder, Chair

Lisa Alonzo, Executive Director

South Florida

Marilyn Stephens, Chair

Alana Ragoonan, Executive Director

## OPM National Program Office

Paula Bridgham

Director

FEB Operations

Anita Spinner

Program Manager

FEB Operations

Lindsey Griffing

Program Analyst

FEB Operations



**U.S. Office of Personnel Management**

Federal Executive Board National Network

1900 E Street, NW, Washington, DC 20415

**OPM.GOV** **FEB.GOV**