

FEDERAL EXECUTIVE BOARD NATIONAL NETWORK

Annual Report

Fiscal Year 2018



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 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 Margaret M. Weichert
U.S. Office of Personnel Management



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Federal Executive Boards (FEB) at a Glance

Below is a high-level data reference for the FEB Network:

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, 2018-2022](#)

Nationwide Statistics

- **28** FEBs are located across the Nation
- Approximately **795,345** 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

Strategic Goals

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



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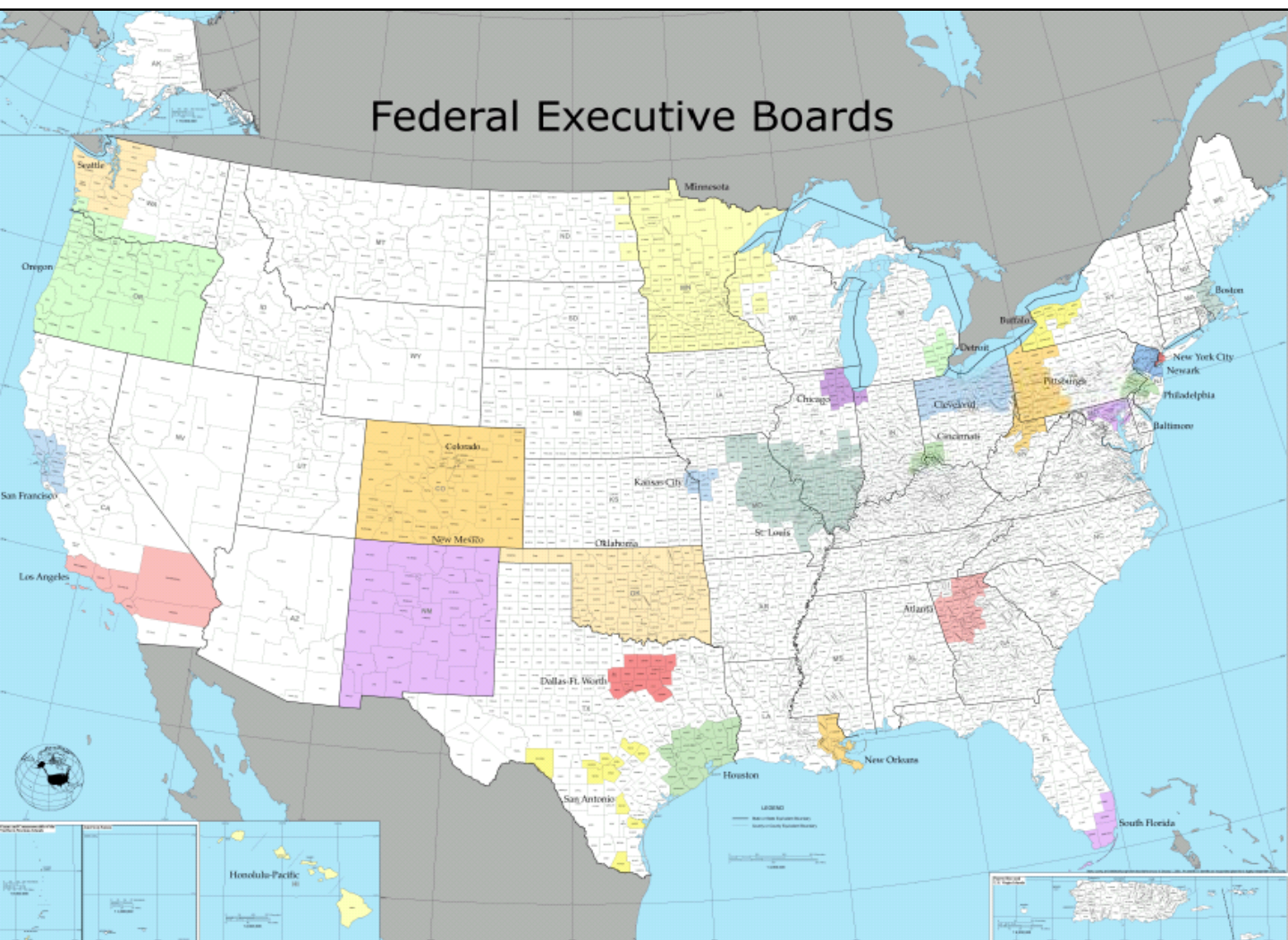
SUPPORTING THE WORKFORCE OF THE 21st CENTURY

MISSION – FEBs assist agencies in achieving their mission outcomes through connecting Federal, State, and local partners for cross-agency coordination.

SERVICE – FEBs improve agency customer service through offering low or no cost employee development and engagement programs, ensuring an agile and cost-effective workforce.

STEWARDSHIP – FEBs act as stewards of taxpayer dollars through creating forums for agencies to interact with the public, which improves the transparency of agency services and enables employees to serve as Federal ambassadors.

FEB Coverage Areas



FEBs are located in the following metropolitan 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) 2018, 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 14 emergency preparedness exercises with over 1,200 participants, and 78 training workshops serving over 7,000 participants.
- FEBs assisted local Federal agency leaders by providing operating status information, and reported 66 operating status changes to OPM in FY 2018. Real world events included: active shooter, gas explosion, hurricanes (Gordon, Lane, Nate), ice, championship game parades, protests, sleet, snow, street closures, Super Bowl, tropical storm (Olivia), water main break, wildfires, and winter storm/weather.

WORKFORCE DEVELOPMENT AND SUPPORT

- FEBs provided training opportunities to 31,300 Federal employees at an estimated cost avoidance of more than \$9.7 million.
- FEB-sponsored Alternative Dispute Resolution (ADR)/Shared Neutrals programs successfully settled more than 236 cases, resulting in an estimated cost avoidance of more than \$14.9 million.

STRATEGIC PARTNERSHIPS

- Combined Federal Campaign (CFC) campaigns in FEB areas collectively raised \$45.7 million for charity organizations, as well as 59,621 hours of volunteer service pledges.
- Across all 28 FEBs, Federal employees contributed more than 13,403 hours of community service. Additionally, FEBs coordinated the donation of over 185,206 pounds of food throughout the year. Blood drives hosted by FEBs provided local hospitals with more than 1,293 units of blood.

In summary for FY 2018, 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.

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, Transportation Security Administration
- Department of Interior
- Department of Justice (DOJ)
- Department of Labor
- Department of Transportation
- Department of Veterans Affairs
- Environmental Protection Agency (EPA)
- General Services Administration
- U.S. Army
- U.S. Coast Guard



Closed POD Exercise (Cincinnati FEB)

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

Active Shooter Awareness – FEBs hosted FPS-sponsored training and exercises on how to respond to an active shooter situation in a Federal facility – Run, Hide, Fight. Over 4,700 participants attended these events which took place in the following FEB areas: *Atlanta, Boston, Dallas-Fort Worth, Detroit, Kansas City, Oregon, Pittsburgh, San Antonio, South Florida, and St. Louis.*

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.

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.

The following FEBs assisted with POD activities by hosting training to staff PODs, sponsoring POD exercises, and participating in POD planning: *Cincinnati, Kansas City, Minnesota, Oklahoma, and St. Louis.*

- *Cincinnati FEB* continued to partner with local government officials to develop the FEB’s Closed POD plan for Federal employees, contractors, and their families in the Greater Cincinnati area at four Federal Closed PODs, and conducted a full-scale interagency Closed POD exercise in November 2017, at the National Institute for Occupational Safety and Health.
- *Kansas City FEB* continued to recruit and disseminate information to 400 trained volunteers to staff Closed PODs within area Federal buildings.
- *Minnesota FEB* coordinated with the Minnesota Department of Health to establish a Closed POD interagency task force to cover over 20,000 Federal employees, contractors, and volunteers.
- *Oklahoma FEB* maintained a Closed POD agreement with the Oklahoma Department of Health, to include participating in their annual training event and tabletop exercises.
- *St. Louis FEB* attended quarterly meetings, initiating relationships with Federal, State, and local partners.

Information Sessions

- *Boston FEB* hosted webinar briefings for stakeholders to learn more about the FEB’s decision support role during emergencies.
- *Chicago FEB*, along with the FBI, hosted “Heroism is Born in Preparation” for agency directors and emergency preparedness leaders to understand how emergencies outside the office can impact an employee’s focus and ability to carry out the agency mission.
- *Cincinnati FEB*, along with Duke Energy, hosted a presentation, “Natural Gas and Other Household Fuels Safety Demonstration.”
- *Kansas City FEB*, in collaboration with the U.S. Army, hosted the North Atlantic Treaty Organization International Medical Chemical, Biological, Radiological, and Nuclear Defense Committee meeting, its first meeting in the U.S.
- *New Orleans FEB* hosted an annual hurricane preparedness briefing with panel presentations and demonstrations from FEMA, Army Corps of Engineers, NWS, New Orleans Office of Homeland Security and Emergency Preparedness, Department of Agriculture’s National Finance Center, and FPS.
- *Philadelphia FEB* hosted “A View from the Trenches: Hurricane Response and Recovery” with panelists from the EPA, Housing and Urban Development, Securities and Exchange Commission, and Transportation Security Administration, who deployed to support response and recovery efforts as a result of the multiple hurricanes in September 2017.



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**FEBs LEAD THROUGH
MISSION**

Led by the Chicago FEB and Department of Justice’s (DOJ) Community Relations Service, Government leaders in Chicago met to create a Joint Information Center (JIC). The purpose of the JIC is to coordinate the release of information in response to ongoing protests and civil unrest. The Chicago FEB continues to sponsor the JIC, working closely with DOJ and key leaders in the business community.

- *Pittsburgh FEB* hosted a webinar on Long-Term Power Outages and Effects on the FEB Community.
- *San Francisco FEB*, with the U.S. Geological Survey, hosted the Haywired Project, an earthquake scenario designed to model and study impacts on the San Francisco Bay Area from a magnitude 7.0 earthquake on the Hayward fault.
- *South Florida FEB* partnered with the U.S. Coast Guard and Monroe County Emergency Management to host certification training, Hazardous Waste Operations and Emergency Response (HAZWOPER).



HAZWOPER Training (South Florida FEB)

DHS/ISC Regional Advisory Meetings – In FY 2018, 17 FEBs hosted DHS Interagency Security Committee (ISC) National Compliance Advisory Initiative Phase 2 training sessions with over 400 participants at the following FEB locations: *Atlanta, Baltimore, Boston, Chicago, Cincinnati, Dallas-Fort Worth, Honolulu, Houston, Kansas City, New York City and Newark* (combined event), *Oklahoma, Philadelphia, Pittsburgh, San Antonio, South Florida, and St. Louis*. Phase 2 training sessions provided a comprehensive look at the risk management process and Facility Security Committee membership.

Interagency Training Events – FEBs sponsored a number of FEMA continuity training courses in FY 2018, including: Continuity of Operations Program Manager Course, Continuity of Operations Planner's Workshop, Devolution Planning Workshop, Determined Accord Continuity Pandemic Preparedness, Instructional Delivery, Instructional Presentation and Evaluation Skills, Mission Essential Functions Workshop, and Reconstitution Planning Workshop.

Tabletop (TTX) 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: active shooter (*Colorado; Detroit*); civil unrest/mass protests (*Chicago*); continuity (*Dallas-Ft. Worth*); cybersecurity (*Minnesota*); devolution (*Philadelphia*); foreign policy crisis (*Los Angeles*); power outage (*Boston; Buffalo*); reconstitution (*Cincinnati*); severe winter storm (*Kansas City; St. Louis*); solar storms (*Baltimore; Pittsburgh*).

14 FEBs hosted exercises in FY 2018, most with support from FEMA:

- *Baltimore FEB* – Continuity TTX with the FEB COOP Working Group.
- *Boston FEB* – Power Grid Failures TTX with FEMA Region I.
- *Buffalo FEB* – Prolonged Power Outage TTX with FEMA Region II and the New York State Power Authority.
- *Chicago FEB* – Prepare Chicago with FEMA Region V and DOJ.
- *Cincinnati FEB* – Reconstitution TTX with FEMA Region V.
- *Colorado FEB* – Mile High DICE, an intergovernmental TTX with FEMA Region VIII.

- *Dallas-Ft. Worth FEB* – Continuity TTX with FEB Employee Preparedness and Employee Safety Committee.
- *Detroit FEB* – Insider Threat/Active Shooter TTX with FEB Continuity Working Group.
- *Kansas City and St. Louis FEBs* – Kansas City Regional Interagency Continuity Exercise (KC RICE) and St. Louis Interagency Continuity Exercise (SLICE), a full-scale continuity exercise with both FEBs and FEMA Region VII.
- *Los Angeles FEB* – Leadership Challenge with the FEB COOP Working Group.
- *Minnesota FEB* – Cybersecurity TTX with FEMA Region V.
- *Philadelphia FEB* – Liberty Down 2018 with FEMA Region III.
- *Pittsburgh FEB* – Steel Resolve 2018 with FEMA Region III. A Steel Resolve 2018 participant stated, *“This definitely provided a platform to begin conversations with key agency staff on their level of preparedness and understanding of their role during an event.”*



Leadership Challenge (Los Angeles FEB)



Liberty Down 2018 (Philadelphia FEB)

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 2018, FEBs hosted 14 exercises with over 1,200 participants and 78 training events serving over 7,000 participants.

All Hazard Emergency Plans and Emergency Communications

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

FEBs used a Nationwide web-based emergency notification system, Everbridge, to provide up-to-date, accurate, and consistent information to their Federal agency leaders to assist in making workforce status decisions for their employees. Everbridge 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 Everbridge system.

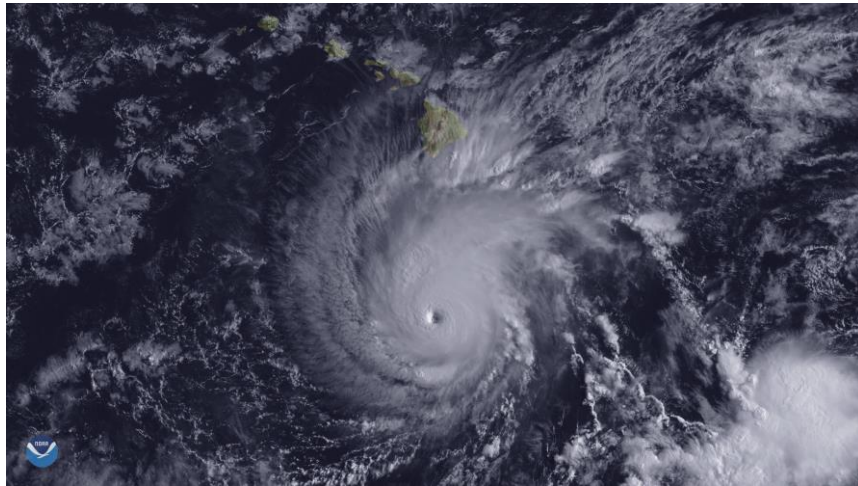
For weather-related or unusual situations affecting an FEB geographic area, the FEBs provided up-to-date, accurate, and consistent information, such as from the NWS, in order for local Federal agency leaders to make informed decisions on an operating status decision. In addition to providing information, 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.

In FY 2018, 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*.

- *Cincinnati, San Antonio, and San Francisco FEBs* communicated with Federal agency leaders to disseminate critical information during active shooter incidents that took place near their Federal facilities.
- *Honolulu FEB* worked closely with Federal, State and local partners to address preparedness and manage workforce issues associated with Hurricanes Hector, Lane, and Olivia.
- *Kansas City FEB* offered a Weather Emergency Post via secure web portal for local Federal agency leaders to share their operating status in response to a local event.



Hurricane Preparedness
(New Orleans FEB)



NOAA image of Hurricane Lane Approaching Hawaii (Honolulu FEB)

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 Washington, DC, Area Dismissal and Closure Procedures, FEBs assisted local Federal agency leaders by providing operating status information, and reported 66 operating status changes to OPM in FY 2018. Real world events included: active shooter, gas explosion, hurricanes (Gordon, Lane, Nate), ice, championship game parades, protests, sleet, snow, street closures, Super Bowl, tropical storm (Olivia), water main break, wildfires, and winter storm/weather.

STRATEGIC GOAL II:

Workforce Development and Support

Developing Agile Operations

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: Administrative Training, Effective Communication, Generational Differences, Dealing with Performance and Conduct Issues, Lean Six Sigma, and Professional Development. Additionally, FEBs sponsored training and developmental activities, promoted Governmentwide by the U.S. Office of Personnel Management (OPM), including the following:

What's in Your Retirement Wallet? – A partnership with representatives from OPM, U.S. Securities Exchange Commission, Federal Retirement Thrift Investment Board, Health and Human Services, and Social Security Administration, provided employees information directly from Federal experts on the three elements of their retirement and investment professionals. The training was hosted in select FEB locations: *Baltimore, Chicago, Cincinnati, Detroit, Oregon, Pittsburgh, and South Florida.*

President's Management Council (PMC) Interagency Rotation Program – High-potential GS 13-15 employees were matched with 6-month interagency rotational assignments that enabled emerging Federal leaders to develop and enhance specific leadership competencies, broaden organizational experience, and foster networks they can leverage in the future. In FY 2018, the *Atlanta, Boston, Colorado, Kansas City, Los Angeles, Minnesota, Philadelphia, and San Francisco FEBs* partnered with the Office of Management and Budget and OPM to offer the PMC Interagency Rotation program in their local community.



PMC Interagency Rotation Program Fellows (Boston FEB)

DID YOU KNOW?

FEBs helped agencies avoid additional training expenditures of \$9.7 million in training costs for 31,300 employees.

Leadership Development – Each FEB customized training to meet local needs, and a common theme is leadership development. Accordingly, the following FEBs sponsored leadership programs that expanded the Federal Government's cadre of leaders: *Atlanta, Boston, Cleveland, Dallas-Fort Worth, Honolulu, Los Angeles, Minnesota, Oklahoma, Oregon, San Antonio, San Francisco, Seattle, and South Florida.* In addition to these formal programs, many FEBs also sponsored general leadership training courses.



*Joint Leadership Program participants, near the 20th Maine Volunteer Infantry Regiment monument at Little Round Top, Gettysburg, PA
(Philadelphia and Pittsburgh FEBs)*



2018 Associates and Advisors at their annual training at the Officers' Club at Whidbey Island Naval Air Station (Seattle FEB)

“I really appreciate the Pittsburgh and Philadelphia FEBs for organizing this amazing training!!! I will highly recommend this to my co-workers. Also, thank you to all the participants for being such a great group and making this trip so enjoyable, as well as educational.” – Regional HR Director, USDA

“I am the one who could not stand History class in school. After this experience, I want to learn more. This was by far the best leadership training I have ever taken.”
– Supervisory. Registered Nurse, VA Healthcare


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

Result: In FY 2018, FEBs helped agencies avoid additional training expenditures of \$9.7 million in training costs for 31,300 employees.

Actively Managing the Workforce

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

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, Buffalo, Chicago, Cincinnati, Cleveland, Colorado, Dallas-Fort Worth, Detroit, Honolulu, Kansas City, Los Angeles, Minnesota, New Orleans, Newark, Oklahoma, Philadelphia, Pittsburgh, San Antonio, San Francisco, Seattle, 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. Additionally, many FEBs hosted a formal ceremony during Public Service Recognition Week, or developed place-based ceremonies located at the recipients' work sites.



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**FEBs LEAD THROUGH
SERVICE**

The Seattle FEB recognized Teresa Cumpton for developing innovative ways to reach vulnerable citizens in rural and frontier communities. She contributed bold ideas to how the U.S. Health and Human Services, Centers for Medicare & Medicaid Services (CMS), can modernize telemedicine services and increase access to care for rural patients. Additionally, she provided technical assistance to rural providers to remain financially viable. Each year, Teresa is the architect of a road trip with CMS' Seattle and Headquarters staff, going to rural communities to listen to and learn from citizens.



Place-based recognition ceremony at the U.S. Air Force, Space & Missile Command. Award presented by Glen Banks, Social Security Administration Area Director and FEB Board of Directors Member (Los Angeles FEB)



*Science and Technology award recipients
(San Francisco FEB)*



FEB award recipients (Minnesota FEB)



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**FEBs LEAD THROUGH
SERVICE**

The Kansas City FEB recognized the Department of Energy's National Nuclear Security Administration (NNSA) Bannister Disposition Team. The NNSA moved its Kansas City operations from the World War II era, 300-acre Bannister Federal Complex to the Kansas City National Security Campus. The Bannister site was excess to the Government and contained industrial contamination. Estimates to demolish and remediate the property indicated costs of over \$900 million. The property was in jeopardy of being abandoned and undeveloped, contributing to economic blight in the south Kansas City neighborhood. Working closely with the General Services Administration, Environmental Protection Agency, and the Region VII Federal facilities regulators, the Bannister Disposition Team developed a comprehensive program to redevelop the property in an environmentally responsible, cost-efficient manner, saving the Government more than half a billion dollars.

Benefits to Departments/Agencies:

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

Result: In FY 2018, FEBs presented a total of 2,422 awards to Federal employees.

Acquiring Top Talent

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

FEBs coordinated with local colleges and universities to attract talent to the Federal Government. Through these partnerships, FEBs discussed the Federal application process and connected job seekers with knowledgeable professionals.

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



Recruitment event at Lakeside Mall, included 16 Federal Agencies with displays related to mission and job opportunities to recruit for new talent (New Orleans FEB)

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

Alternative Dispute Resolution

FEBs provide cost-effective services to resolve disputes and preserve working relationships through 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-Fort 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, including registration and payment for the trainings, and the FEBs assisted with advertising and identifying training space.

DID YOU KNOW?

Participant surveys from FEB mediation programs indicate:

**95% of mediation
participants indicated it
was helpful to have a
mediator from another
Federal agency**

**85% 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 2018, FEB-sponsored ADR programs successfully settled 236 cases, resulting in an estimated cost avoidance of more than \$14.9 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.

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.

In FY 2018, in addition to providing Federal employees the opportunity to pledge monetary contributions to charity organizations, the CFC also allowed employees to commit to hours of volunteer service.

Benefits to Departments/Agencies:

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

Result: FEB efforts contributed to meeting, or exceeding, CFC campaign goals. The overall CFC pledges for FY 2018 totaled more than \$101.4 million, plus an additional 123,916 hours of volunteer service. Campaigns in FEB areas collectively raised \$45.7 million for charity organizations, as well as 59,621 hours of volunteer service pledges.

DID YOU KNOW?

Pledges for Combined Federal Campaigns in FEB areas represent 45% of total CFC monetary receipts, and 48% of committed volunteer service hours.

Supporting Administration and Agency Priorities

FEBs improve communications 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.


FEBs provided support to numerous White House and Agency initiatives:

Combating the Opioid Crisis – The *Atlanta*, *Kansas City*, and *Philadelphia* FEBs served as members of their Regional Federal Opioid Taskforces, which involved bringing together Federal partner agencies, such as the Drug Enforcement Agency (DEA), Federal Bureau of Investigation, Federal Emergency Management Agency, Food and Nutrition Service, Health and Human Services, Housing and Urban Development, and Veterans Affairs, to identify cross-agency strategies to increase public education and awareness of Federal services. Similarly, the *Baltimore*, *Boston*, *Chicago*, *Dallas-Fort Worth*, *Detroit*, *Newark* and *Pittsburgh* FEBs, hosted interagency events to discuss the impact of the opioid epidemic, as well as treatment and prevention resources. The *Buffalo*, *Kansas City*, *Los Angeles*, *Oklahoma*, *Pittsburgh*, *San Francisco* and *St. Louis* FEBs also shared information related to the Executive Order *Establishing the President's Commission on Combating Drug Addiction and the Opioid Crisis* and 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.

Improving Federal Security – The *Boston*, *Dallas-Fort Worth*, and *Oklahoma* 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.

Ending Homelessness – The *Atlanta* FEB participated on the Regional Interagency Council on Homelessness, which included Federal and State agencies presenting best practices related to fair housing policies. The *Kansas City* FEB co-hosted the Department of Veterans Affairs (VA) Veterans Stand Down event, recruiting volunteers to provide assistance to over 500 homeless veterans. The *Pittsburgh* FEB supported the VA's annual VA2K Walk & Roll, where participants donated canned foods to participate in a 2-kilometer wellness activity. The *New York City* and *Philadelphia* FEBs sponsored supply and toiletry supply drives to collect household and personal hygiene items to assist previously homeless veterans as well as the chronically homeless. The *Detroit* and *South Florida* FEBs organized opportunities for Federal employees to prepare and serve meals at local homeless shelters.

Innovation – The *Minnesota* FEB sponsored a Continuous Improvement Council to help agencies improve efficiencies and service deliveries through redesigning work flow processes. The Council-led Innovation Lab developed an "Introduction to Lean" curriculum and hosted three continuous improvement training sessions.



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**FEBs LEAD THROUGH
STEWARDSHIP**

The Newark FEB supported the Drug Enforcement Administration (DEA) and the Milken Institute to host DEA 360, a collaborative community action meeting. The Newark FEB joined officials from Federal, State, and local governments; clergy members; community leaders; and health and education professionals to discuss the opioid epidemic. The event included ten moderated roundtables where participants discussed specific topics on the epidemic and defined specific responses. The Newark FEB participated at the Workplace Table, and committed to providing workplace education to its local Federal community.

FEBs also supported local priorities established by Board members:

Acquisition and Small Business Councils – *Kansas City, Minnesota, Philadelphia, and San Francisco* 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. Similarly, the Kansas City FEB facilitated meetings to provide resources and educate small businesses on doing business with the Government.

Congressional Briefings – The *Chicago FEB* sponsored a Regional Congressional briefing, which included participation from the FEBs located in *Chicago, Cincinnati, Cleveland, Detroit and Minnesota*. Federal leaders from 22 agencies discussed points of collaboration and growth for the region. The *South Florida* and *St. Louis FEBs* also participated in local Congressional briefings to provide background on FEB activities and distributed Federal directories, including agency leadership contact information. The *Los Angeles FEB* sponsored a one-day Effective Congressional Relations training course for almost 100 agency participants.

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

Federal Agency Showcases – *Atlanta, Cincinnati, Minnesota, and New Orleans 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.

Public Affairs/Public Information Councils – *Kansas City, Los Angeles, Philadelphia, San Francisco, and Seattle FEBs* sponsored public affairs councils to discuss best practices, provide training opportunities, and encourage networking among Federal public affairs officers. Through enriching Agencies' public affairs and information officers, these councils help improve communication with news media and the public's understanding of Federal programs.



PRESIDENT'S
MANAGEMENT
AGENDA

**FEBs LEAD THROUGH
STEWARDSHIP**

The Minnesota FEB hosted its annual Government on Display Expo (GODE). Eleven agencies participated and engaged directly with the public. The Social Security Administration (SSA) assisted people with questions, including Social Security benefit recipients, individuals planning their retirement, and mid-career professionals. The SSA representatives stated that GODE provided them with the unique opportunity to help citizens before they encounter any challenges accessing their benefits.

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 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.

Grade School Outreach – The *Cleveland* and *South Florida* FEBs engaged with grade schools to promote Federal careers and improve student proficiencies in math and reading. The South Florida FEB participated in career fairs to educate middle and high school students on Federal agency missions and in-demand professions. Moreover, the South Florida FEB collaborated with the Federal Aviation Administration to support Operation SAFEE Flight, an aviation expo dedicated to helping students improve their academic performance and explore careers in science, technology, engineering, and math (STEM). Similarly, the *Baltimore* FEB hosted representatives from STEM Achievement in Baltimore Elementary Schools to discuss opportunities for Federal agencies to join them in promoting opportunities in STEM as future Federal employees. The *Cincinnati* FEB also recognized high school students who made contributions to public service during its annual Public Service Recognition Ceremony.



SAFEE Flight Aviation Expo participants



Food and Community Supply Drives – The *Buffalo*, *Cincinnati*, *Cleveland*, *Colorado*, *Detroit*, *Honolulu*, *Kansas City*, *New Orleans*, *Newark*, *Philadelphia*, *Pittsburgh*, *San Antonio*, *Seattle*, *South Florida* and *St. Louis* FEBs coordinated food drives to help feed hungry families within their communities. These food drives helped bridge the gap during the summer months when children are not in school, and also benefit distressed communities recovering from natural disasters. Similarly, the *Colorado*, *Dallas-Fort Worth*, *Kansas City*, *Minnesota*, *New York City*, *Newark*, *Philadelphia*, and *South Florida* FEBs hosted supply collections to benefit various local organizations which support communities in need, such as: professional attire, personal hygiene items, school supplies, and children's mittens/hats and holiday toys.

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 1,809 employees contributed more than 13,403 hours of community service. Additionally, FEBs coordinated the donation of over 185,206 pounds of food throughout the year. Blood drives hosted by FEBs provided local hospitals with more than 1,293 units of blood.

FEB Leadership and Staff – Fiscal Year 2018

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Paul Kendzierski, Executive Director

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Robert Edwards, Chair
Frankie Denmeade, Executive Director

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John Underwood, Chair
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