



Colorado Federal Executive Board

*Catalysts for a More Effective Government*

# What Is The FEB?



## Federal Executive Boards (FEBs) – Created in 1961

- 85% of Federal Employees Outside of DC Area - Created To Support the Non-DC Federal Community
  - The Federal Community - [www.usa.gov/federal-agencies](http://www.usa.gov/federal-agencies)
  - 28 FEBs – Located in Regions with Significant Federal Populations - [www.feb.gov](http://www.feb.gov)
    - Emergency Preparedness, Employee Safety & Health
    - Strategic Partnerships & Intergovernmental Collaboration
    - Workforce Development Readiness & HR Lifecycle





## John F. Kennedy: The Purpose of FEBs

With the following words, President John F. Kennedy introduced the first 10 Federal Executive Boards in 1961 for the principle purpose of strengthening and coordinating the activities of government operations.

*"Although each executive agency and its field organization have a special mission, there are many matters on which the work of the departments converge. Among them are management and budgetary procedures, personnel policies, recruitment efforts, office information duties, and similar matters. There are opportunities to pool experience and resources and to accomplish savings. In substantive programs, there are also opportunities for a more closely coordinated approach in many activities."*



## Vision, Mission, Values, and Strategic Goals

- **Vision:** To be catalysts for better Government
- **Mission:** Increase the effectiveness of Federal Government by strengthening coordination of government activities
- **Values:** Service, Integrity, Excellence
- **Strategic Goals:**
  - Emergency Preparedness, Employee Safety & Health
  - Strategic Partnerships & Intergovernmental Collaboration
  - Workforce Development Readiness & HR Lifecycle



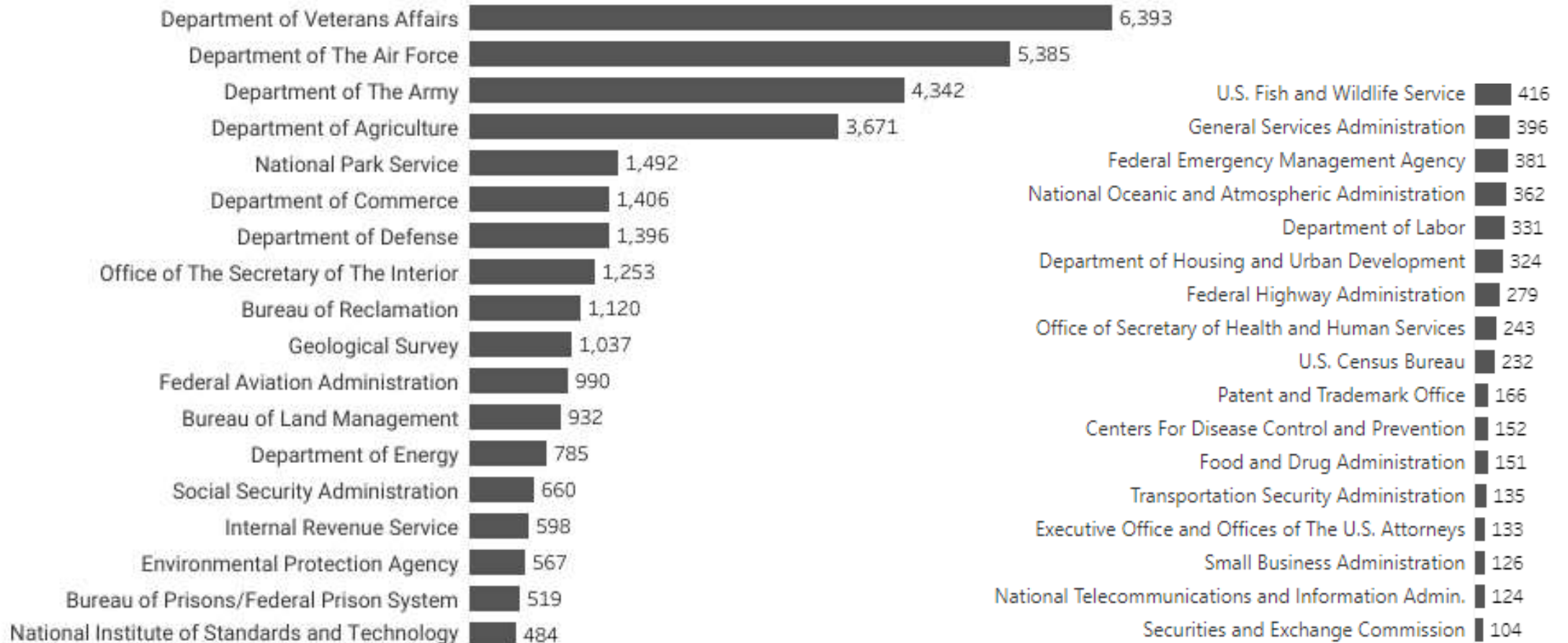
# The Federal Community in Colorado

- The Official CFEB Charter:
  - Labor Department 2018 Total Federal Jobs Estimate: 53,158
  - OPM Total Civilian Employment (excluding USPS): 37,205
  - Civilian Full Time and Permanent: 32,350
  - Other Civilian Employment: 4,855
  - Postal Service Employment: 10,358
  - Active Duty Military: 35,043
  - National Guard / Reserve Forces: 13,568
  - Agencies/Field Offices in Colorado: 232+



# Demographics of Federal Community in Colorado

## Civilian Employment By Agency/Department



# Agency Organization & Leadership

- Four Multi-Stakeholder Leadership Groups
  - CFEB Executive Committee Officers
  - CFEB Executive Committee
  - CFEB Full Governing Board
  - Councils
- CFEB Sponsoring Agency – NORAD/NORTHCOM
- CFEB Funding Agency - DoD
- OPM FEB HQ Office
- CFEB Staff – Fred Eidson, Executive Director & Jeff Conn, Deputy Director





## Colorado FEB Leadership

- Executive Committee Officers: Chair, 1<sup>st</sup> Vice Chair, 2<sup>nd</sup> Vice Chair, and Immediate Past Chair
  - *Dr. Chris Sigle (NOAA) FY2021 Chair \* Deb Thomas (EPA) 1<sup>st</sup> Vice Chair \* Cheryl Kennedy (USDA/FNS) 2<sup>nd</sup> Vice Chair*
- Executive/Governing Board
  - Made up of the highest-ranking Federal Agency leaders located within the CFEB region (~232)
  - Membership automatically confers as a collateral duty for Federal leaders
  - Executive Committee Officers & members are elected by Board members
  - Represents & supports the greater Federal community: civilian, military, postal, and quasi-fed agencies
  - The amount & type of participation is not dependent on agency size
- Funding/Sponsoring Agency (DoD, NORAD/NORTHCOM)





**Emergency Preparedness, Security and Employee Safety**

## Emergency Preparedness, Security and Employee Safety

- EverBridge as our primary Emergency Notification System (ENS)
- Emergency & Weather Notification & Support (Acute & Ongoing)
- Regional COOP/Emergency Preparedness Working Group
- Closed Point of Dispensing (CPOD)
- Regional Federal Safety and Health Groups
- Addressing Regional Needs & Gaps
- Building a Sustainable & Inclusive Network of all Stakeholders
- Annual Mile High DICE



## How Do You Qualify for Retirement Benefits?

You need to work to earn Social Security "credits"

Each \$1,160 in earnings gives you one credit

You can earn a maximum of 4 credits per year



Example: To earn 4 credits in 2013, you must earn at least \$4,640. Earning 40 credits (10 years of work) throughout your working life will qualify you for a retirement benefit.



**Workforce Development Readiness & HR Lifecycle**



RESERVED

## Workforce Development Readiness & HR Lifecycle

- Broad, multi-agency need-based training opportunities as well as targeted initiatives & efforts
- Leadership Development Programs (RMELA & RMSLA: January 2021)
- Federal Employees of the Year Awards – *Rocky Mountain Eagle & United We Serve Awards*
- FREE Mediation/Facilitated Discussion/Alternative Dispute Resolution program
- Regional HR Community of Practice – Collaboration, Education, Best Practices, Policy, Resources
- Multi-Agency Job Fairs: General, Targeted Job Series, Targeted Talent Pipelines
- General support for job seekers (federal resume writing)
- Providing awareness & ground-truthing for government-wide policy needs to OPM & OMB HQ





**Strategic Partnerships & Intergovernmental Collaboration**

## Strategic Partnerships & Intergovernmental Collaboration

- CFEB Governing Council Meetings for the Federal Community
- Oversight of Combined Federal Campaign (CFC) for Colorado
- Formal & informal partnerships with several dozen community Non-Profits, Private Sector Entities, Federal Program Offices & Commissions, and City/County/State offices
- Info & awareness of federal opportunities like VSFS, Open Opportunities, etc
- Tools & resources for Federal Employees - Development of local resources like the D&I Toolkit, ROAD+ Detailee program, etc
- Strategic initiatives like Multi-Agency Job Fairs, Considerations for Building a More Resilient Cross-Agency Emergency Management Framework, Public Service Recognition Week, etc



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## CFEB Public Online Resources

- Website: <https://Colorado.feb.gov>

