



Oregon Federal Executive Board

Partnerships for a More Effective Government

Board of Directors Meeting

June 18, 2019



Oregon Federal Executive Board

Partnerships for a More Effective Government

Introductions & Updates Policy Committee Members

- TSA (Dave Ferguson, Immediate Past Chair)
- ICE (Dave Drasin)
- Forest Service (Dianne Guidry)
- USACE (Jeff Pruitt)
- BPA (Melanie Spraggins)
- BLM (Jon LeBaron)
- FBI (Natalie Voruz)
- USCIS (Quinn Andrus)
- HUD (Tony Ramirez)
- GSA (Scott Deveau)
- CBP (Steven Lewis)
- VA-VHA (Darwin Goodspeed)
- SSA (Christina Pepin)
- USCG (CDR Denny)
- EPA



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Introductions & Updates **Other Agencies & Board Members**

- USSS (John Morell)
- FPS (Katherine Maxey)
- US Attorney's Office (Scott Asphaug)
- US Trustee (Stephen Arnot)
- DEA (Cam Strahm)
- Portland VA Medical Center (Carol Roane)
- CNCS (Geoffrey Hickox)
- DOJ- Immigration Court Administrator (Michael John)
- Others?



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Nomination of & Vote on OFEB Vice-Chair

- Mr. David Drasin, Assistant Field Office Director, Immigration & Customs Enforcement
- Others?



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Work-Integrated Learning Opportunities for the Federal Community

Derek Jaques, Camas School District CTE Director

Internships & Work-Integrated Learning

Derek Jaques

Career and Technical Education Director, Camas School District

Internships & Work-based Learning Experiences: Why are these important?



Life Skills

Essential abilities someone needs for everyday life.

- How to dress yourself
- How to brush your teeth
- How to tie your shoes
- How to have a conversation

Career Skills

Abilities to keep someone successful at work.

- Professionalism
- Networking
- Time management
- Leadership

Soft Skills

Universal abilities that help any career.

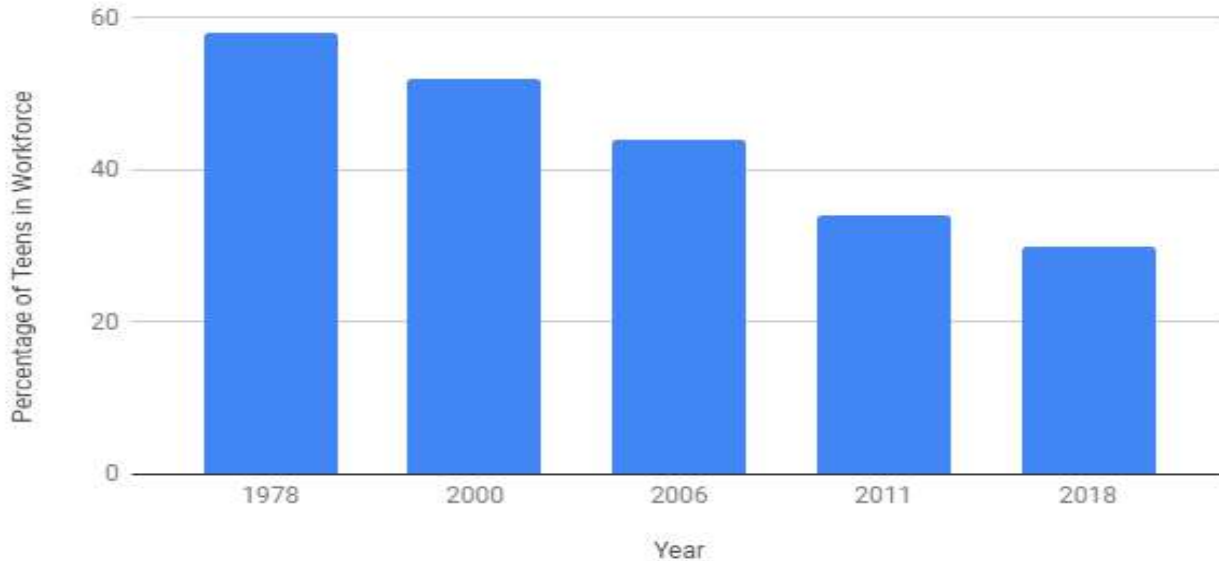
- Written communication
- Verbal communication
- Professionalism
- Time management

Overlap

- Professionalism
- Time management
- Communication
- Creativity

Internships & Work-based Learning Experiences: Why are these important?

Percentage of 15-18 Year Olds in Workforce 1978 to Present



Source: U.S. Department of Labor. Archived Bureau of Labor Statistics News Releases (Various Years). Retrieved from <https://www.bls.gov/bls/newsreleases.html>



AWARENESS

EXPLORATION

PREPAREDNESS

TRAINING

Elementary School
Grades K-5

Middle School and High
School Grades 6-10

High School
Grades 11-12

Post Secondary
Grades 13+

**CAREER
CONNECTED
LEARNING IS...**

Awareness of the range of careers and the required skills to build interest in the variety of STEM careers available.

Exploration of fields of interest related to career goals & academic learning so to provide motivation and inform decision-making

Preparedness for high school and beyond through practical experiences and interactions with professionals that extend and deepen classroom learning and support the development of 21st Century Skills.

Training for entry into a specific profession through specific skill development.

Work-Based Learning Experiences

A continuum of experiences that provide opportunities for students to prepare for careers in STEM. WBL experiences include Job Shadows, Resume and Cover Letter Training, Mock Interviews, Worksite Learning Experiences as well as Paid Internships and Apprenticeships.

Mentoring and Coaching

Mentoring and Coaching that supports students' persistence in STEM related coursework and programs of study.that supports students' persistence in STEM related coursework and programs of study.

College & Career Related Learning Experiences

Explorational experiences that build awareness and interest in STEM related careers as well as the necessary prerequisites for STEM careers. CRLE Experiences include Field Trips, Guest Speakers, Extra Curricular Clubs and Competitions, Dual Credit Coursework In the High Schools and CTE Course in the Middle and High School Levels.

Integrated Problem-Based Learning

Rigorous, Relevant and Engaging Problem Based-Learning that utilizes real-work based problems and teaches 21st century STEM Competencies such as active listening, comprehension of a wide variety of information, Speaking, critical thinking, mathematical, scientific and engineering problem solving, active learning, inductive and deductive reasoning as well as teamwork, resiliency, leadership and self management.

Internships & Work-based Learning Experiences

Research Internship

- Mentor
- Short-term or Long-term
- Project-based with academic research component
- Learning Plan
- Paid or Unpaid
- 90 hrs for .5 credit (must be connected to a CTE course)

Internship

- Mentor
- Project-based
- Short-term or Long-term
- Learning Plan
- Paid or Unpaid
- 90 hrs for .5 credit (must be connected to a CTE course)

Distance Internship

- Limited Onsite Access
- Mentor on and off site
- Project-based
- Short-term or Long-term
- Paid or Unpaid
- 90 hours for .5 credit (must be connected to a CTE course)

Internships & Work-based Learning Experiences

Work-Based Learning

- Hours depend on position
 - Limits according to State Law (Washington State)
- Long-term
- Paid
- Credit Earning (.5 for each 180 hours worked & maximum of 2 credits)
- Connected to a CTE course currently enrolled or previously taken

Internships & Work-based Learning Experiences: Community Partners in the Camas School District



Internships & Work Integrated Experiences: Questions?



Derek Jaques

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360-833-5592

Career and Technical Education
Director, Camas School District

HB1600 (Work-Integrated Learning
Committee Chair)



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Executive Director's Update

Joyce Hamilla, USFS, Executive Director



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- Public Service Recognition Week
- New OFEB Intern Eloise Arnot
- Annual FEB Executive Directors' Meeting
- President's Management Agenda



Leading the process to define the future Civil Service

The President's Management Agenda (PMA) is a comprehensive strategy to make government more efficient, effective, and accountable through three pillars:

Mission

A modern workforce will deliver mission outcomes the public expects by focusing on high value, high impact work in order to deliver effective outcomes the public expects.

Service

A modern workforce will improve customer service for the 21st century by facilitating faster, more convenient, and more cost-effective customer experiences.

Stewardship

A modern workforce leads to better stewardship of taxpayer dollars by utilizing new approaches, increasing transparency, and delivering better services.

This Administration will pursue lasting progress through the holistic efforts of these three key drivers:



Modern information technology (IT) will serve as the core resource for Government to meet the needs and expectations of Americans while keeping sensitive data secure.



Data, accountability, and transparency will provide the foundation to deliver better outcomes to the public and hold agencies accountable to taxpayers.



A modern workforce calls for civil service reforms to empower everyone from senior leaders to front-line managers to better align skills with evolving mission needs.

"We must change the way that the Federal Government serves its citizens. A Federal Government that is accountable to all Americans is one that is nimble and evolves with technological changes. My plan will enable Americans to be better served by their government."

—President Donald J. Trump

Key Drivers of Transformation

IT Modernization
(CAP Goal 1)

**Data Accountability,
and Transparency**
(CAP Goal 2)

**People - Workforce of
the Future**
(CAP Goal 3)

Cross-Cutting Priority Areas

**Improving Customer
Experience**
(CAP Goal 4)

Sharing Quality Services
(CAP Goal 5)

**Shifting From Low-Value to
High-Value Work**
(CAP Goal 6)

Functional Priority Areas

**Category
Management**
(CAP Goal 7)

**Results-Oriented
Accountability for
Grants**
(CAP Goal 8)

**Getting Payments
Right**
(CAP Goal 9)

**Federal IT Spending
Transparency**
(CAP Goal 10)

**Improve
Management of
Major Acquisitions**
(CAP Goal 11)

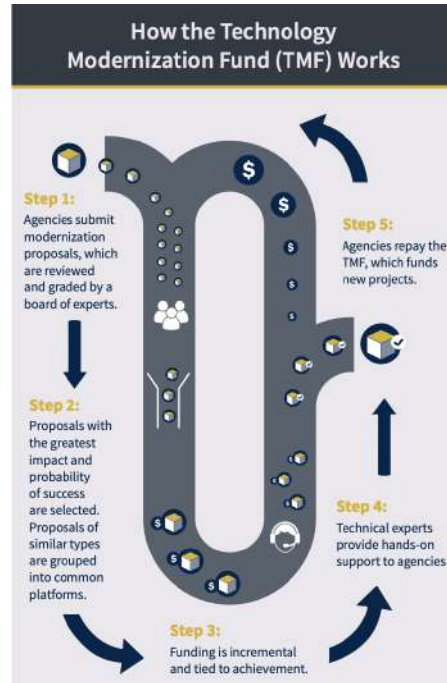
Managing Across Silos



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- Modern Information Technology - Key Legislation
 - Modernizing Government Technology (MGT) provisions

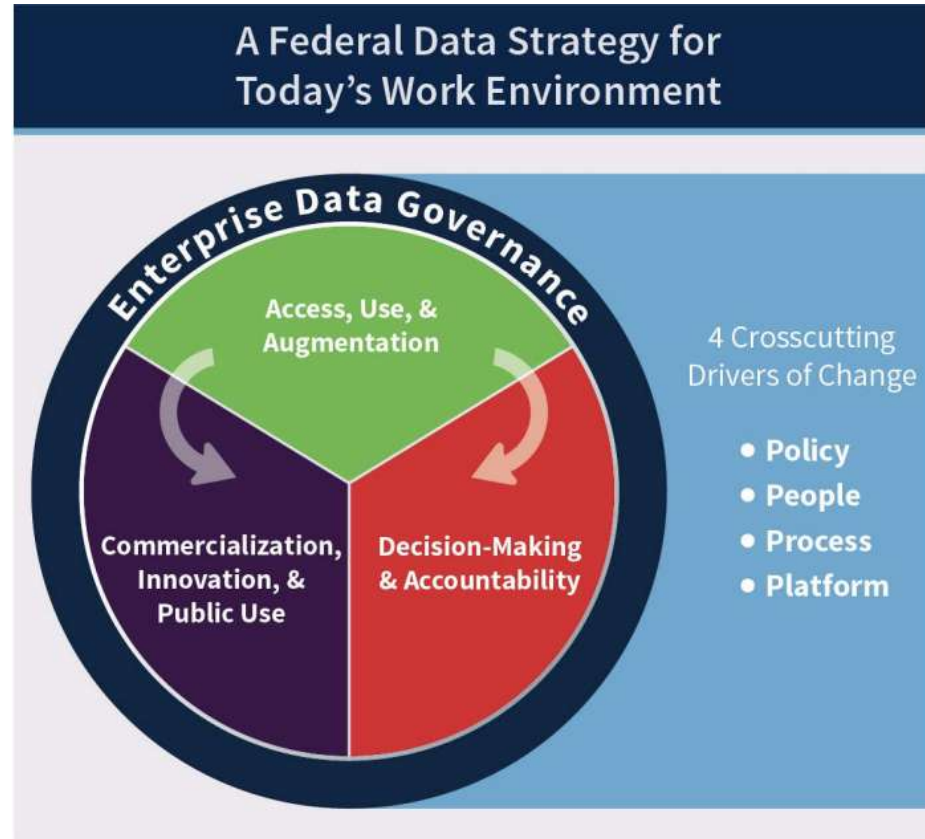


- Technology Modernization Fund (TMF)- \$500 million that will be overseen by the Technology Modernization Board, chaired by the Federal Chief Information Officer and administered by GSA
- GSA Centers of Excellence - centralize best practices & offer “hands-on” implementation assistance t for cloud migration, infrastructure modernization and other foundational technology and security improvements



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STRATEGIC WORKFORCE MANAGEMENT



Actively Manage the Workforce

Improve Employee Performance Management & Engagement



Develop Agile Operations

Reskill & Redeploy Human Capital Resources



Acquire Top Talent

Simple & Strategic Hiring

CONTINUOUS LEARNING: INNOVATIONS, RESEARCH & PILOT PROJECTS

ENABLERS:

- Leverage data and analytics
- Utilize information technology and tools
- Align financial models/incentives
- **Simplify legal and policy framework**
(requires legislative and regulatory change)

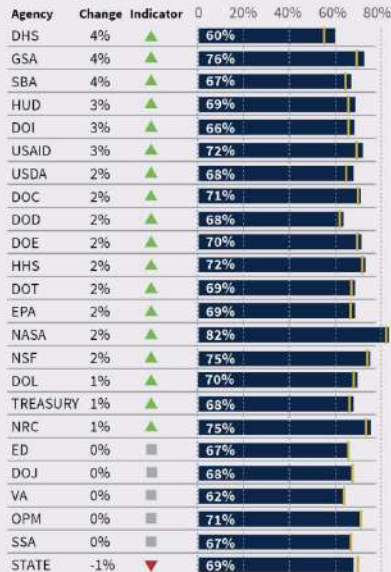
Federal Employee Viewpoint Survey (FY16-FY17)

▲ Increase from Previous Year ▼ Decrease from Previous Year ■ No Change from Previous Year

■ FY17 ■ FY16

Overall Employee Engagement Index

The Employee Engagement Index (EEI) is a measure of an agency's work environment — the conditions that lead to engagement. The index is made up of three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience.



Government-Wide Average

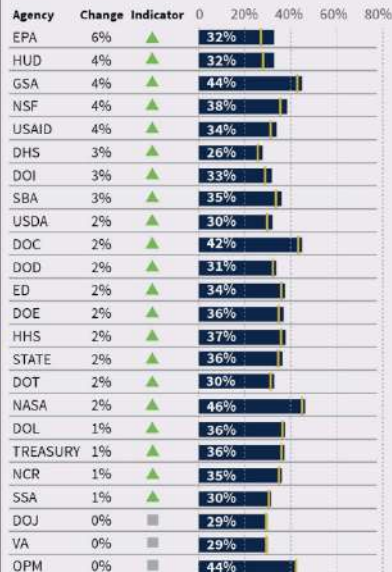
Fiscal Year

FY 17 **67**

FY 16 **65**

Satisfaction with Dealing with Poor Performance

"In my work unit, steps are taken to deal with a poor performer who cannot or will not improve."



Government-Wide Average

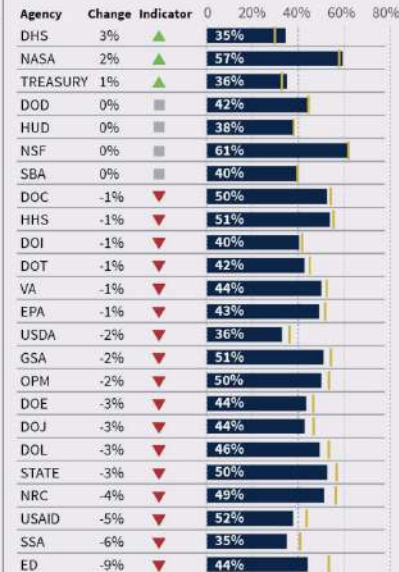
Fiscal Year

FY 17 **31**

FY 16 **29**

Satisfaction with Hiring People with the Right Skills

"My work unit is able to recruit people with the right skills."



Government-Wide Average

Fiscal Year

FY 17 **42**

FY 16 **43**

NOTE: Satisfaction was measured on a 5-point satisfaction scale. The percentages shown on the bar charts above correspond to the number of respondents indicating they were "satisfied" or "very satisfied" with the associated statements divided by the total number of responses. The change in these graphs is calculated by taking the current year's percentage value minus the previous year's percentage value.



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2019 Associates Program Proposals

- Team 1: Recruiting Federal Employees for All Agencies
- Team 2: Federal Footsteps- A Job Shadowing Opportunity for Portland-Area Federal Employees
- Team 3: Public Service Recognition Week 2019 & 2020



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Recruiting Federal Employees for All Agencies

OFEB Associates Program 2019
Team 1



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Team 1 Members

- Mario Batlle, Transportation Security Administration
- Piper Cox, Social Security Administration
- Kevin Ford, Bureau of Land Management
- John Gregory, General Services Administration

- Project Mentor: Chad Bash, Transportation Security Administration, OFEB Training Committee Chair



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The Objective:

- To increase awareness of federal jobs to assist in recruitment across the federal workforce



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The Deliverables:

- A website containing our content as well as links to other pertinent and informative sites
- Documents to be distributed to career counselors at high schools, colleges and job centers



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Measures of Success:

- Traffic to the website we create
- Positive feedback from career counselors



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Areas For Input:

- Where do you see the most value from this project – the website or the distributable documents?
- Are there any concerns that come up when you hear about our project?



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Questions?



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Thank You

Contact for Team 1:

Piper Cox, Piper.Cox@ssa.gov, 503-930-7899



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Federal Footsteps

A Job Shadowing Opportunity for Portland-area Federal Employees

OFEB Associates Program 2019
Team 2



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Team Members

- Erin McDuff, U.S. Department of Agriculture (USDA) Rural Development
- Jason Higgins, U.S. Department of Homeland Security (HHS) Transportation Security Administration
- Lee Jensen, U.S. Department of Energy (DOE) National Energy Technology Laboratory
- Maya Fuller, U.S. Department of the Interior (DOI) Bureau of Land Management

- Project Mentor: Mindy Orr, U.S. Department of Agriculture (USDA) Animal and Plant Health Inspection Service, OFEB Training Council, and 2018 Associate



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Objectives

- Facilitate retention of talent
- Expand professional development opportunities
- Improve skillset within current field of expertise
- Enable entry-level employees to explore career path opportunities
- Strengthen public service commitment and morale
- Improve knowledge about other Federal agencies and foster greater collaboration



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Interagency Job Shadow Pilot Program

- *Name:* Federal Footsteps
- *Location:* Portland metropolitan area
- *Duration:* 1 day per job shadow
- *Quantity:* 4 job shadows in FY 2019
- *Hosts:* USDA, TSA, NETL, and BLM
- *Participants:* GS-5 to GS-9 (or equivalent) Federal employees
- *Next Steps:* Analysis of pilot program & proposal for its expansion



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Timeline

- May 25 – June 28 Create program materials
- June 24 – July 19 Identify job shadow participants
- July 10 Conduct trial run
- July 19 Pair participants with team members
- July 19 – August 2 Tailor job shadows to participants
- August 5 Send welcome packets to participants
- August 6 – September 20 Conduct job shadows
- September 20 – 30 Conduct feedback survey
- October 1 – November 14 Develop report



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Deliverables

- Framework for interagency job shadow program
- Suite of program materials
- Completion of pilot program
- Analysis of pilot program
- Proposal for continuing and expanding the program



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Questions?



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Thank You

Contact for Team 2:

Erin McDuff, erin.mcduff@usda.gov, (503) 414-3304



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Public Service Recognition Week 2019 & 2020

OFEB Associates Program 2019
Team 3



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Team Members

- Eddie Abrams, Department of Labor
- Valerie Eslinger, Transportation Security Administration
- Jim Markwiese, Environmental Protection Agency
- Stacey Miller, National Oceanic and Atmospheric Administration

- Project Mentor: Joyce Hamilla, Oregon Federal Executive Board





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Overview and Project Objectives

- Phase I: Plan, organize and execute 2019 OFEB Public Service Recognition Week (PSRW) events to recognize and honor the men and women who serve our nation as federal government employees.
- Phase II: Develop Best Practices Guidelines & Initiate Planning for 2020 Public Service Recognition Week.



PUBLIC SERVICE
RECOGNITION WEEK



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Phase I: Objectives and Timeline

- **Objectives:** Recognize and honor the men and women who serve our nation as federal, state, county and local government employees.
- **Timeline:**
 - **February, 2019:** OFEB Associates Program Began
 - **March, 2019:** Team 3 formed and PSRW selected for project
 - **Mid-March – April, 2019 :** Developed PSRW Plan and begin implementing.
 - Identifying/reserving caterers, venue coordination, develop awards category, nomination forms & solicit nominations, form and implement award selection committee, develop and distribute marketing materials, identify and reserve entertainment, plan and order decorations and awards, and more.
 - **May 6 - 10, 2019:** Hold OFEB's Public Service Recognition Week!
 - **May 17, 2019:** PSRW Debrief



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Phase I: Deliverables

- Public Service Recognition Week Awards Ceremony (May 7, 2019)
- Wellness Jamboree at Edith Greene Building (May 8, 2019)
- Wellness Jamboree at 911 Federal Building (May 9, 2019)
- Seminar “The Changing Faces of Federal Service: Implications for the Current and Future Workforce”. Co-hosted by PSU’s Center for Public Service. (May 10, 2019)



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Phase I: Team Roles

- Executive Director / Mentor: Joyce Hamilla
- Marketing Lead and Master of Ceremony: Jim Markwiese
- Awards Selection Committee: Joyce Hamilla, Jim Markwiese, Geoff Hickox, Dave Ferguson, and Chad Bash
- Catering Lead: Valerie Eslinger
- Entertainment Co-Leads: Eddie Abrams and Valerie Eslinger
- Decorations Lead & Awards Ceremony Executive Lead: Stacey Miller
- Audio Visual & Facilities Co-Leads: Eddie Abrams and Stacey Miller
- Volunteer Co-Leads: Valerie Eslinger and Stacey Miller
- Wellness Jamboree: Joyce Hamilla, Valerie Eslinger and Eddie Abrams



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Phase I. Measures of Success

- Hold successful events during PSRW 2019 that recognizes public servants, and has a positive impact on federal employees.
- PSRW Awards Ceremony:
 - Receive nominations across award categories
 - Have 100 attendees from across federal agencies



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PSRW Awards Ceremony May 7, 2019

- >100 attendees
- Received 24 nominations across multiple agencies
- Ceremony Highlights
 - TSA Ensemble & MSU Color Guard
 - Opening Remarks that emphasized OFEB and its role in the federal community: Joyce Hamilla and Stephen Taber
 - Keynote Address: Dave Drasin, Immigration and Customs Enforcement
 - Address by Congressman Earl Blumenauer delivered by Liv Brumfield



Photos courtesy of Andrew Young, U.S. Army Corps of Engineers



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PSRW Awards Ceremony May 7, 2019

- 3 Award Categories:
 - Unsung Hero: Stephen Curfman, Department of Energy
 - Excellence in Leadership: Donald Wilson, Transportation Security Administration
 - Excellence in Community Engagement: K. Quinn Andrus, U.S. Citizenship & Immigration Service
- SEFB Team Excellence Award: Region 10 Federal Protective service (FPS) Portland Team



Photos courtesy of Andrew Young, U.S. Army Corps of Engineers



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PSRW Awards Ceremony May 7, 2019

"Thanks very much for all your contributions to organizing the Public Service Recognition Week event! I enjoyed the event and chance to meet so many exceptional federal colleagues." - EPA

"I wanted to tell you that you and the Associates did an amazing job pulling this event together. I got there late, about 11:30 as I was attending another event at BPA, and what I saw was well run, professionally-done, and I'm glad I got to be a part of it. I will push harder for US FWS to be part of the event next year -- I think our mindsets are far from awards (we're a bunch of introverts), so people often forget how truly inspiring they can be. The reactions of surprise from the winners and the general feeling of camaraderie and support were totally worth it!"- USFWS

"The entire event was great – you all did a wonderful job. Thanks so much for this. It means a lot to me, very motivating...Have a great day, take a break – you earned it!"- USCIS



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PSRW Wellness Jamborees May 8-9, 2019

- Vendors included FEHB carriers (BCBS, Aetna, GEHA, Kaiser), the Credit Union, and Long Term Care, G&L Acupuncture and Wellness Center, the Body Bunch, Portland Wellness Clinic, and the Taoist Tai Chi Society
- Edith Greene Building
 - > 150 attendees
- 911 Federal Bldg:
 - >90 attendees





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Challenges to PSRW 2019

- Limited Resources & Limited Institutional Knowledge
- Limited Time to Plan & Implement (Team formed in March, PSRW held in May)
- Start of Associates Program delayed due to Government Shutdown and with Phase I of project occurring within first few months of Associates Program, Associates not able to fully use developing Project Management, Leadership knowledge and skills taught as part of the Associates Program.



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Phase II: Objectives and Timeline

- **Objectives:** Develop Best Practices & Planning Guide, and implement initial planning for 2020 Public Service Recognition Week.
- **DRAFT Timeline:**
 - **June, 2019:** Develop Plan and Timeline for Phase II
 - **July - August, 2019:** Draft Best Practices & Planning Guide; Reserve venues, caterers & wellness jamboree coordinators for 2020; Begin inviting VIPs and soliciting guest speakers for keynote address.
 - **September - Nov, 2019:** Finalize Best Practices & Planning Guide; Evaluate how to expand outreach and engagement for PSRW with federal workforce beyond Portland-area.
 - **December 2019:** Deliver Best Practices & Planning Guide and PSRW 2020 Plan to OFEB.



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Phase II: Deliverables

- Best Practices and Planning Guide for future PSRW Planning Committee
- Compiled network and contact information of volunteers and participants for future events
- Evaluation of how to expand OFEB PSRW activities to wider OFEB-community members throughout Oregon and SW Washington
- Initiate planning where possible for PSRW 2020



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Phase II Measures of Success

- Future planning committees are able to use best practices, developed networks of volunteers, and other resources to effectively plan, organize and execute future events.
- Guest speakers, caterers, venue and more are secured by end of December 2019.
- 2020 PSWR activities are accessible to broader federal workforce community beyond Portland.



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Questions for the Board:

- Of those who attended PSWR 2019 activities, do you have suggestions/comments for things that went well, that could be improved, and any additional feedback?
- Do you have ideas on how we can expand PSRW activities and engagement for the federal community beyond Portland area? For example, providing materials to Directors to distribute to field staff? Online accessibility of activities (e.g. web broadcast of Awards Ceremony)?
- Do you have suggestions for 2020 PSRW activities, including seminar topics, that would be of interest to you and your employees?



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RECOGNITION WEEK



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Questions?



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Thank You

Contact for Team 3:

Stacey Miller, stacey.miller@noaa.gov, 541-867-0535



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Committee Updates



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Training

(Joyce Hamilla, Executive Director)

- Recent Training
 - **Breaking the Cycle of Stress & Supportive Leadership**, Mar 2019
 - **Advanced Mediation** (in conjunction with Shared Neutrals), May 2019
 - **Bamboo Principle, Synchronicity, and Front & Center** (Remote Communications)- June 2019 in Portland & Springfield
 - Monthly **Retirement** seminars- continue to sell out!

- Upcoming Training
 - **FEHB & Medicare** (Free)- 24 June & 16 Sep (Sold out)
 - **HDHP** (Free)- 27 Aug & 18 Nov (Vancouver)
 - **Performance & Conduct Issues**- 10-11 Dec, 12-13 Dec (Bend)



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Shared Neutrals **(Kim Koch-Hult, Chair)**

- Shared Neutrals offers free ADR services and professional development to employees in partner agencies
- Strategic Goal: partner with all Policy Committee member agencies



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Shared Neutrals **(Kim Koch-Hult, Chair)**

- Transition Planning for outgoing Committee Chair & Program Manager
 - Introduction of new Co-Chair: Mary Lind, OHSU
 - Vice Chair Heidi Hulseley, IHS
 - New Intern: Michaella Joseph
- Key New Partners
 - Federal Mediation & Conciliation Service (admin support)
 - University of Oregon (intern admin support fall 2019)

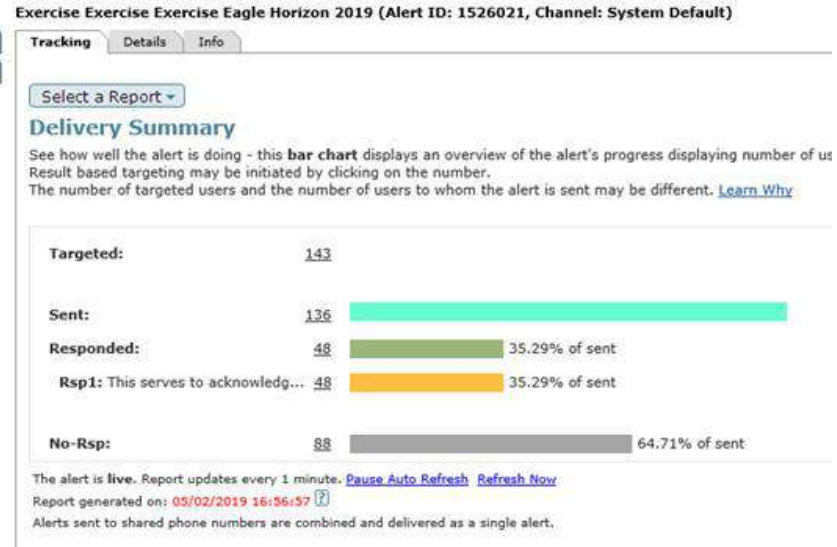


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Crisis Continuity Coalition (Jose Diaz, Chair)

- Eagle Horizon Update
 - Entire Federal Agency Head & Deputy List
 - Follow-up
 - Education on role of FEB & info updates for non-responders





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Crisis Continuity Coalition **(Jose Diaz, Chair)**

- Earthquake VTTX
 - First OFEB participation on FEMA VTTX program
 - 38 Federal, State, & Local Participants
 - Scenario- 6.4 Magnitude during Rose Festival
 - Opportunity to check assumptions we are making in our planning about actions of other players



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Crisis Continuity Coalition

(Jose Diaz, Chair)

- Cyber VTTX
 - Smaller, more focused group - 19 Federal, State, & Local, with emphasis on connection between IT Security & Emergency Management
 - Identified clear vulnerabilities, esp in an attack following a natural disaster
 - COOP planning depends on connectivity



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Crisis Continuity Coalition

(Jose Diaz, Chair)

- PODs Exercise
 - Multnomah County Organized
 - EGWW Played (Organized by Buddy Byrd, Regional Safety & Health Manager, USFS)
 - 300 people processed, average time 7 min
 - 911 & Vancouver observed (GSA & BPA) as prep for hosting a future exercise



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Combined Federal Campaign (LCDR Tiffany Duffy , Vice-Chair)

- New Vice-Chair
- Charity Review Update
- Loaned Executive Program



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Seattle FEB Update

Paul Carlson, Executive Director, Seattle FEB



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Closing Remarks

Dave Ferguson, Immediate Past-Chair



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Adjourn

Next meeting: Wed Sep 25, 1330-1630