



FEBRUARY 2020

HOUSTON FEDERAL EXECUTIVE BOARD

Emergency Preparedness

Workforce Development and Recognition

Strategic Partnerships

Mark Winchester, Mark.Winchester@sba.gov | Julius Keys, Julius.i.keys.civ@mail.mil | Robert Musgrove, Robert.P.Musgrove@nasa.gov

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“CELEBRATING EXCELLENCE IN THE FEDERAL EMPLOYEES WHO REPRESENT HOUSTON”

by New Board Chair, Mark Winchester

Last year, Dr. Kim Nugent, CEO, Kim Nugent Enterprises LLC and former President, DeVry University, was the keynote speaker at the Houston FEB 2019 Public Service Awards. Below is an excerpt from her speech:

- How do you pass on what you have learned?
- How do you attract the next generation into serving?
- How can you leave your legacy?

If ever there was a time it is now. Did you know that:

- The public workforce is older than the private workforce?
- The median age of government employees is 45.3 compared to the median age of 42.2 in the US workforce as a whole?
- The average age of federal employees is even higher which is 47?
- Sixty percent of federal employees are over the age of 45 compared to 31 percent in the private sector?



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EMERGENCY PREPAREDNESS

As the new Lead of the Houston Federal Executive Board's Emergency Preparedness, Safety and Security Committee, our goals in 2020 are to build awareness through training opportunities and awareness campaigns, specifically within the areas of the goals we are trying to achieve; Good Emergency Preparedness and effective employee & public safety and security.

Along with local and state officials, we want to solicit HFEB members and Stakeholders alike who have expertise within these areas to share their knowledge by training others. This will encourage everyone involved and give them a sense of ownership in the collective goal we are all trying to reach, especially when those goals are achieved.

Besides being internally rewarding, sharing and receiving knowledge can also contribute to career building opportunities for those who aspire as current leaders to move up the promotion ladder or those who want to be future leaders within the federal government.

Starting next year May 2021, the month before the start of Hurricane Season June 1, we want to culminate these steps with an all-inclusive annual Emergency Preparedness, Employee Safety and Security symposium.

A 1-2 day event that would include agency's emergency plans review and training:

- Continuity of Operations Plan (COOP)



HOUSTON, TX

- Occupant Emergency Plan (OEP)
- Working Security Plan (WSP)
- Active Shooter Plan
- Intel Briefing
- Hurricane Season briefing, etc.

The HFEB has a wealth of knowledgeable and experienced leaders who have challenging and time consuming careers. By spreading the wealth, we can avoid burning out individuals. Together we can continue to build the HFEB into an effective reliable source.

If you are interested in working on the Emergency Preparedness Committee please contact the committee Chair, Mr. James Thibeaux at James.J.Thibeaux@fps.dhs.gov

James Thibeaux
Area Commander Areas 5/6/10
DHS/FPS
Chair-Nation Preparedness Council
Committee Lead- Emergency
Preparedness - HFEB



HOW TO RETAIN THEM?

“Celebrating Excellence in the Federal employees who represent Houston” **(continued from cover)**

What does this all mean? It means retirement of government employees is on the upswing with the retirement of baby boomers. So how are we positioning to replace this department talent? You must first understand what the next two generations want when it comes to work. How will you attract, select and more importantly retain them?

College graduates were asked to identify their top career goals. They were: **work/life balance, job security, dedicated to a cause or feel I am serving a greater good, be competitively or intellectually challenged, be a leader or manager of people.** The second set of questions had to do with what attractors employers could offer. They are: **respect for its people, secure employment, creative and work environment, leaders who support my development, leaders who will coach and mentor.**

The real challenge is how to retain them?

Consider **holding stay interviews** each year with your employees? Ever heard of the concept? Have you been trained in how to conduct these stay interviews? Let me share some tips: What do they like about coming to work? What motivates them, What suggestions do they have for improvements? Are there specific projects they would like to be a part of?

Times are changing; and if we continue to do what we have always done, we will be obsolete. My challenge to you today is to consider what will your legacy be and how can you impact the future of public service.”

Part of that legacy is recognizing the professionals that work in your agency. How can you do that? The Houston FEB Public Service Awards 2020 Nomination Package to recognize excellence in your agency. **Deadline to submit is COB Friday, March 6th, 2020.** Please contact Valerie Coleman at Valerie.Coleman@sba.gov for more information.

Also put on your calendar 2020 Public Service Recognition Awards Ceremony, **Wednesday, May 13th, 2020!!**

Mark Winchester | Federal Executive Board Chair



PUBLIC SERVICE RECOGNITION AWARDS

2020 NOMINATION CALL

The Houston FEB is accepting Award Nominations for the Public Service Awards Ceremony scheduled for May 2020. The awards categories are listed as follows:

- Administrative Excellence
- Community Service
- CFC Volunteer
- Customer Service
- Interagency Excellence
- Legal / Law Enforcement
- Supervisor / Team Leader
- Team Excellence

2020 Leadership Academy

The Federal Executive Board's 2020 Leadership Academy is designed specifically for executives, senior managers, and aspiring leaders within the federal sector at GS13 - GS15 level. This program is unique in that it is designed for federal participants and will showcase federal agencies and their leaders.

The Leadership Academy will consist of eight forums that will showcase different government agencies. The forums will be conducted monthly beginning in April 2020 and conclude in November 2020. Each forum will include a management briefing and tour of an agency. Leadership Reading: Five of the eight scheduled forums will include a Leadership Book discussion. These sessions are additional professional development mini-sessions integrated into the overall design of the program. Below is a tentative schedule based on last years session. Some sessions are subject to change.

April 2020	NOAA, National Weather Service, National Marine Fisheries Service & Flower Garden Banks Marine Sanctuary
May 2020	Small Business Administration, Department of Labor, Wage & Hour and OSHA Department of State, Foreign Missions
June 2020	Federal Detention Center Treasury Inspector General for Tax Administration
July 2020	Transportation Security Administration Federal Bureau of Investigation
August 2020	Presidential Library & NARA USDA Ag Research
September 2020	NASA Johnson Space Center
October 2020	Diplomatic Security Service & Federal Protective Service
November 2020	Social Security Administration & Environmental Protection Agency

The 2020 Leadership Academy is accepting **applications until April 3rd, 2020**. Please contact Julius Keys at julius.i.keys.civ@mail.mil for more information.



WHAT'S COMING?

Plan to attend these upcoming events



UPCOMING EVENTS

March 19, 2020

Mickey Leland Federal Operations Building

1919 Smith St, Houston, TX 77002

1st Flr. Conference Rm
8:30 AM - 1:00 PM

Registration steps:

1. Go to <https://cdp.dhs.gov/FEMASID> to get FEMA SID Number.
2. Click on register button below to register for class. (Need FEMA SID Number to register)



2020 Risk Management Process and Facility Security Committee (RMP FSC) Training

The ISC is pleased to release the 2020 Risk Management Process and Facility Security Committee (RMP FSC) training schedule.

The ISC is also excited to announce that through a partnership with the CISA Office for Bombing Prevention, the RMP FSC is now the first and only ISC Risk Management Process training authorized to issue Continuing Education Units (CEUs) through the International Association for Continuing Education and Training (IACET) accreditation.

This management level course – MGT 909 – will earn graduates .3 CEUs.

This half day, instructor-led training course, which serves as a prerequisite for Facility Security Committee (FSC) membership, covers the ISC Risk Management Process and the roles and responsibilities of FSC members. The target audience includes FSC Chairs, FSC Members, Executives, Managers, and any personnel involved in making facility funding, leasing, security, or other risk management decisions. There are no prerequisites for this course and it is offered at no cost to participants. (This training may be taken in-lieu-of the online Homeland Security Information Network (HSIN) courses (IS-700-705) and provides an opportunity for stakeholders to engage with ISC staff and to learn in an interactive environment with their peers).

LEARN
HOW
TO

**PLAN
AHEAD**



helping you maximize

RETIREMENT

Your Federal Retirement Wallet Strategies
Training

September 1-3, 2020 Houston

Ellington Field

Registration details coming soon!

Congratulations

ON YOUR RETIREMENT!



NATALIE SAIZ

Former Chair, Houston FEB!

FEDERAL EXECUTIVE BOARD MEMBERS

Ben Banipal
Gloria Gibson White
Gregory Motl
Juan Sanchez
Robin Mallett
Rayford Irvin
Timothy Jeffcoat
Nyamusi Igambi
Ed Pringle
Mark Winchester (Chair)
James Thibeaux
Vacant
Vacant
Vacant (Vice -Chair)

Robert Musgrove (Executive Director)
Julius Keys (Assistant Executive Director)
Tausha Rainey (Executive Assistant)

Environmental Protection Agency
Internal Revenue Service
Federal Aviation Administration
Transportation Security Administration
Department of Labor
Equal Employment Opportunity Commission
Small Business Administration
U.S Department of Commerce
Housing and Urban Development
Small Business Administration
U.S. Department of Homeland Security

NASA-Johnson Space Center
Defense Contract Management Agency
Federal Executive Board

FEB Leadership Team



Left to right:
Julius, Natalie (retired), Tausha, Bob

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