

**01/04/13 – Colorado Federal Executive Board (CFEB)  
ALL EMPLOYEE ANNOUNCEMENTS – PLEASE DISTRIBUTE**

**MERIT SYSTEMS PROTECTION BOARD WORKSHOP**

Presented by Chief Judge Laura Alborno

Hosted by the CFEB Workforce Development Council & Young Government Leaders (YGL)

January 10, 2013 | 10:00 am - Noon

Denver Federal Center | Bldg 25 Lecture Hall | Entrance E14

Free workshop - no registration required

**TOPICS**

- ◆ MSPB Overview & Functions
- ◆ 12 Prohibited Personnel Practices
- ◆ Adverse & Performance Actions
- ◆ Reductions in Force (RIF)
- ◆ VEOA & USERRA Claims
- ◆ Probationary & Trial Employees
- ◆ Performance Standards & Performance Improvement Period
- ◆ MSPB Mediation Appeal Process
- ◆ & much more...

CONTACT CFEB | 303 202 4588

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**OPM UPDATES**

Monday, January 21, 2013 Martin Luther King, Jr. and Inauguration Day Holiday

<http://chcoc.gov/transmittals/TransmittalDetails.aspx?TransmittalID=5247>

Agency headquarters-level human resources offices may direct any inquiries to Pay and Leave at OPM at [pay-leave-policy@opm.gov](mailto:pay-leave-policy@opm.gov). Agency field offices should contact their appropriate headquarters-level agency human resources office for guidance and/or assistance.

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**FREE DAYS**

1/5 Denver Art Museum | <http://www.denverartmuseum.org/>

1/11, 12, 23 Denver Zoo | <http://www.denverzoo.org/>

1/21 Denver Botanic Gardens | <http://www.botanicgardens.org/>  
1/28 Denver Museum of Nature & Science | <http://www.dmns.org/>

Denver Center for Performing Arts | <http://www.denvercenter.org/home.aspx>  
Every Tuesday @ 10:00 am the DCPA releases a limited number of \$10 tickets for performances that week

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## JOIN YGL TODAY!

- ◆ It's FREE! There are no membership dues.
- ◆ It's open to ALL government employees!
- ◆ Network with federal, state, county, & city employees
- ◆ Develop your career potential through professional development training

CONTACT [Tiffany.Duval@onrr.gov](mailto:Tiffany.Duval@onrr.gov) | 303 231 3620

[Amy.Lunt@onrr.gov](mailto:Amy.Lunt@onrr.gov) | 303 231 3746

<https://www.colorado.feb.gov/index.php?content=83&page=YoungGovLeadersYGL>

<http://younggov.org/chapters/denver/>

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## WELLNESS CENTER YOGA

Denver Federal Center | Wellness Center | Building 75

<https://www.colorado.feb.gov/index.php?content=32&page=DenverFederalWellnessCenter>

**Flow & Let Go Yoga** | Friday's | 5:00 pm – 6:00 pm | Cost \$5 | Drop-in

Yoga to help reverse the week of hunching over your computer, relaxing our minds from work stresses, and preparing for our weekend.

**Yoga for Beginners** | Tuesday's | January 8 - February 12, 2013 | 6:00 pm – 7:00 pm

If you've always thought about trying yoga, start your new year off with this six week course.

Call Sue Doty to register | 720 252 7935 | [dotys1@yahoo.com](mailto:dotys1@yahoo.com) | Cost \$30

<http://www.facebook.com.sue-doty-yoga>

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## NATIONAL PREVENTION STRATEGY

2013 Webinar Series - Improving the Health of Communities

Sponsored by the HHS Region VIII Federal Partners Workgroup

CONTACT Cherri Pruitt | 303-844-7872 | [cherri.pruitt@hrsa.hhs.gov](mailto:cherri.pruitt@hrsa.hhs.gov)  
<http://www.colorado.feb.gov/index.php?content=82&page=NationalPreventionStrategy>

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## **THE EVOLUTION OF SUSTAINABILITY IN BUSINESS & GOVERNMENT**

January 15, 2013 | 6:00 - 8:00 pm | Members Free | Non-members \$10  
Denver Design Center Annex | 595 So. Broadway | Denver CO 80204

### **REGISTER ONLINE**

<https://events.r20.constantcontact.com/register/eventReg?llr=mol9b6dab&oeidk=a07e6srtaxo899d2e7e&oseq=a0192geg4d7b5>  
<http://www.wisecolorado.org/>

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## **LITERACY MATTERS BOOK DRIVE**

Now through January 18, 2013

In conjunction with the Martin Luther King, Jr. Day of Service and in response to Lt. Governor Garcia's Colorado Reads – the Early Literacy Matters Initiative, AmeriCorps programs across the state are collecting children's books from birth to 10 years. Federal agencies can hold their own book drives and the books will be collected the week beginning 18 January 2013.

CONTACT [CO@CNS.gov](mailto:CO@CNS.gov) | 303 390 2210

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## **CIVICS 101**

January 16, 2013 | 11:30 am – 1:00 pm | Registration Not Required  
Denver Federal Center | Bldg 25 Lecture Hall  
Sponsored by the Federally Employed Women, Denver Federal Center Chapter

Session will feature a primer on: Powers of the federal government; Powers of the states;  
Three branches of Government; How Congress makes Laws; How to contact your Legislators

CONTACT Pauline Gibson | 303 915 5255 | [pmgibsonfew@comcast.net](mailto:pmgibsonfew@comcast.net)

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## **MILITARY & VETERAN EMPLOYMENT EXPO**

January 16-17, 2013 | 8:00 am – 4:00 pm | Classes for active duty, reservist, veterans, & spouses  
January 18, 2013 | 9:00 am – 4:00 pm | Exposition

LeaderQuest Building | 6825 S Galena | Centennial CO 80112

CONTACT Jason Shireman | 720 289 1391 | [Jason.shireman@va.gov](mailto:Jason.shireman@va.gov) | <http://www.mvee.org/>

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## **WORKING IN INDIAN COUNTRY: *Building Successful Business Relationships & Consultation Protocols with American Indian Tribes***

January 22 - 23, 2013

Hampton Inn Denver West | Lakewood CO

Cost \$295 includes Larry's book ***Working In Indian Country***

TRAINER is Larry Keown, author, educator

REGISTER <http://www.workinginindiancountry.com/registration-and-scheduling>

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## **FEMA VTTX 5 – TORNADO EXERCISE**

January 23, 2013 (Registration Deadline 1/16/13) | 10:00 am – 2:00 pm

360 Command View Drive | SAIC Building, Mt. Elbert Room | Colorado Springs, CO 80915

Free | 30 seats available

Hosted by NORAD USNORTHCOM (NNC) J72, Joint Training & Exercise Directorate, Joint Education & Training Division & the Colorado Federal Executive Board (CFEB)

CONTACTS Jeff Conn | 303 202 4588 | [jconn@colorado.feb.gov](mailto:jconn@colorado.feb.gov)

Gary Moore | 719-474-8327 | [gary.moore.ctr@northcom.mil](mailto:gary.moore.ctr@northcom.mil)

REGISTER ONLINE <https://colorado.feb.gov/register/?ee=141>

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## **THE LOUDEST DUCK**

**Annual CFEB Unity Training**

Hosted by the CFEB Workforce Development Council & Young Government Leaders (YGL)  
Sponsored by OPM's Office of Diversity & Inclusion

February 13, 2013 (Registration Deadline 2/6/13)  
10:00 am – Noon | Denver Federal Center | Bldg 41 Remington Arms Room

**FREE | ONLINE REGISTRATION REQUIRED**

<http://colorado.feb.gov/register/?ee=142>

***The Loudest Duck***

by Laura Liswood

Secretary General, Council of Women World Leaders & Senior Advisor, Goldman Sachs

The Loudest Duck dives into the many aspects of diversity in the ever-expanding, increasingly global workplace. Through practical stories, cultural anecdotes and personal experiences, Laura Liswood explains how to ensure a fair and level playing field for anyone working his or her way up the ladder in this new corporate world order. Non-dominant groups - women, minorities, short people, just to name a few - face an uphill battle when it comes to reaching the top levels in leadership. Liswood discusses some of the reasons for the challenges encountered by historically underrepresented groups and suggests ways to overcome those obstacles by going beyond usual ideas about diversity.

The tools, frameworks and parables in the book aim to offer a new vision, a new level of awareness, a new understanding of diversity. If the loudest duck in China gets shot, but the squeaky wheel in the U.S. gets the grease, there must be a way for the two different approaches to be appreciated and not unconsciously judged, especially as globalization continues to 'shrink' our world. This book details why those differences should be made conscious and why awareness of such issues should be embraced and harnessed to the benefit of all in order to create a workplace where no one is subtly advantaged or disadvantaged because of their diversity.

Laura Liswood Biography

<http://www.lauraliswood.com/about.html>

**POLICIES**

1. Advance registration is required. WALK-INS are not allowed.
2. If you can't attend, you may send a substitute may attend if their name is submitted to the CFEB in advance of the class.
3. Agencies are required to provide and make advance arrangements for special needs requests such as hearing interpreters.

CONTACT CFEB | 303 202 4588

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## **BLUEPRINT TO EXCELLENCE LEADERSHIP ACADEMY**

### **Annual CFEB Professional Development Seminar**

Hosted by the CFEB Workforce Development Council & Young Government Leaders (YGL)

May 21 - 23, 2013 (Registration Deadline 5/14/13)

8:30 am – 4:00 pm each day

Denver Federal Center | Bldg 25 Lecture Hall

TUITION \$300

REGISTER ONLINE <http://colorado.feb.gov/register/?ee=143>

TRAINER Hal Pitt <http://www.halpittseminars.com/>

This three-day workshop is guaranteed to put you on the path to leadership success. Come ready to discover your leadership potential.

#### **DAY ONE**

Module 1: Understanding People

Module 2: Blueprint to Stress Management

#### **DAY TWO**

Module 3: Blueprint to Communication Excellence

Module 4: Dealing with Difficult People

#### **DAY THREE**

Module 5: Blueprint to Leadership Growth

Module 6: Blueprint to Leadership Excellence

Module 7: Blueprint to Organizational Excellence

CONTACT CFEB | 303 202 4588

<https://www.colorado.feb.gov/index.php?content=76&page=Leadership/Training>

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## **COYOTES & YOUR PETS**

Colorado Parks and Wildlife (CPW) wants to remind residents that coyote activity increases in winter and they may be more territorial than usual. "In January and February, coyotes are focused on pairing up and finding a good location to give birth and raise their offspring. As a result, they may become less tolerant of people and pets in open space and parks," said Melanie Kaknes, District Wildlife Manager for Denver. "Unfortunately, coyotes can see our smaller pets as a prey source and may view larger dogs as a threat or as competition for mates,

so pet owners need to be extra diligent about protecting their animals.” Coyotes are omnivores, which eat everything from bird seed to rodents, berries and garbage, and sometimes free-roaming cats and dogs. "We hate to see citizens lose their pets to wildlife," added Kaknes, "but wildlife don't differentiate between your dog and a skunk, raccoon, or other wild prey."

Coloradans can share the landscape with these wild neighbors by following three important tips:

- ◆ Don't feed wildlife!
- ◆ Protect your pets!
- ◆ Haze coyote when you see them!

CPW recommends that all dog owners take the following precautions:

- ◆ Always supervise your pet outside, especially at dawn and dusk.
- ◆ Keep your dog on a short leash while recreating, even in areas where off leash is allowed—avoid retractable leashes.
- ◆ Do not allow your dog to play or interact with a coyote.
- ◆ If possible, pick up your dog when coyotes are visible.
- ◆ Avoid potential den sites and thick vegetation.
- ◆ If you must leave your dog outside, secure it in a fully enclosed kennel.

In addition, cat owners should recognize that the only way to guarantee your cat's safety is to keep it indoors. Outdoor cats also face potential death from cars, diseases, foxes, parasites, raccoons, dogs, and birds of prey, such as owls.

Although naturally curious, coyotes are usual timid animals and normally run away if confronted. Coyote attacks on humans are rare, and can usually be traced to people feeding them, a nearby den site being perceived as threatened, or the presence of another canine or pet in their presence.

FOR MORE INFORMATION

<http://wildlife.state.co.us/WildlifeSpecies/LivingWithWildlife/Mammals/Pages/CoyoteCountry.aspx>

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## RECYCLE HOLIDAY TREES

Give your holiday tree a second life and recycle it with Denver's Treecycle program. All trees collected through the program will be chipped into mulch and given away for free to Denver residents in the spring. Denver residents should place their tree out for recycling on their scheduled trash day, where their trash is set out, between December 31 and January 11. Remove all decorations and tree stand. No artificial or flocked trees. Real trees only.

Denver residents may reclaim free mulch made from your tree on Saturday, May 4, 2013 at Denver's Mulch Giveaway and Compost Sale. For more information about Treecycle, Mulch Giveaway and Compost Sale, or other Denver Recycles programs:  
Call 3-1-1 | [www.denvergov.org/denverrecycles](http://www.denvergov.org/denverrecycles)

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## **CITY OF DENVER COMMUNITY EMERGENCY RESPONSE TRAINING (CERT)**

These are ongoing classes. Dates and locations are posted on their website at <http://www.denvergov.org/oem/CitizensEmergencyPreparednessInformation/DenverCitizenEmergencyResponseTraining/tabid/426128/Default.aspx>

Carolyn H. Bluhm | 720.865.7600 | [DenverCERT@denvergov.org](mailto:DenverCERT@denvergov.org)

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## **HEALTH EDUCATION WEBINARS (Free)**

presented by Kaiser Permanente

TOPICS | Diabetes | Cholesterol | Acupuncture | Sleep | Weight Loss | Quit Smoking

FOR MORE INFORMATION & ONLINE REGISTRATION

<https://www.signup4.net/Public/ap.aspx?EID=20123011E%20>

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## **BONFILS BLOOD DRIVE**

2nd Thursday of each month | 8:00 am - 1:30 pm

Denver Federal Center | Bldg 67 | Rio Grande Room

SCHEDULE AN APPOINTMENT | [www.bonfils.org](http://www.bonfils.org) (site code is 2015) | 303 363 2300

CONTACT | Betty Palcsak | 303 236-6905 | [bpalcsak@usgs.gov](mailto:bpalcsak@usgs.gov)

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## **VAN/CARPOOL RIDERS NEEDED**

Most federal employees are eligible for a \$125 a month transit subsidy, which covers most of the costs involved. DRCOG's RideArrangers program has a Guaranteed Ride Home program in the event you need to leave early/late, they will pay for your ride home.

For more information on carpool and vanpool programs contact  
DRCOG RideArrangers | 303 458 7665 | <http://www3.drcog.org/RideArrangers/>

Vanpools needing riders are listed on the CFEB web site  
<https://www.colorado.feb.gov/index.php?content=78&page=VanPools>

If you would like the CFEB to add your van or carpool to the web site, email the information to  
[gpage@colorado.feb.gov](mailto:gpage@colorado.feb.gov)

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## **LIGHTEN UP! FUNNIES**

I never wanted to believe that my Dad was stealing from his job as a road worker. But when I got home, all the signs were there.

Who is the roundest knight at King Arthur's table?  
Sir Cumfrence

When your mother is mad and asks you, "Do I look stupid?" it's best not to answer her.  
Megham, age 13

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## **JOB VACANCY**

### **BLM Lakewood, Colorado**

Human Resource Specialist (Employee Relations) | GS-0201-09/11  
OPEN PERIOD Thursday, December 27, 2012 to Thursday, January 10, 2013  
<https://www.usajobs.gov/GetJob/ViewDetails/334547400>

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## **CFEB EMAIL ANNOUNCEMENTS**

To submit information to be included in the announcements, please email it by Wednesday of each week to [jconn@colorado.feb.gov](mailto:jconn@colorado.feb.gov) in the following format.

Title

Date | Time

Location | 3333 W 32 Ave | Denver CO (no punctuation)

Cost (if applicable)

Brief Description (very short marketing blurb | a couple of bullet points or sentences)

CONTACT Name | 303 333 5555 | [email](#)

Web Site <http://www.co>

Recent CFEB announcements are posted on the CFEB web site

<https://www.colorado.feb.gov/index.php?content=10&page=Announcements>

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Thank you,

Jeff Conn | Outreach Strategist | Colorado Federal Executive Board  
Denver Federal Center | Bldg 810 Room 5014 | Denver CO 80225  
303-202-4588 | [jconn@colorado.feb.gov](mailto:jconn@colorado.feb.gov) | [www.colorado.feb.gov](http://www.colorado.feb.gov)

*Working for the greater good by creating partnerships for intergovernmental communication & collaboration!*

Please email [jconn@colorado.feb.gov](mailto:jconn@colorado.feb.gov) to subscribe or unsubscribe from CFEB email announcements.