



San Francisco Bay Area Federal Executive Board March 9, 2017 Board of Directors Meeting Minutes

2017 FEB Board of Directors

Officers

Chair, Gita Uppal
Treasurer, Janie Thomas
Past Chair, John Kramar

Ex-Officio

Ahsha Tribble, FEMA
Dan Brown, GSA
Janie Thomas, DOL
John Bennett, FBI
Mario Canton, FPS
Robert Trefault, OPM
Linda Rivera, IRS

Appointed

Betsy Thompson, HHS
Fred Lau, DHS, TSA
Jesus Mendoza, USDA, FNS
John Cabeca, U.S. Patent Office
John Kramar, USCIS
Kathleen Roscher, DHS, TSA
Patricia Raymond, SSA
Rafael Nunez, USPIIS

Military

CAPT Joseph Kramek, USCG
Merry Goodenough, USACE
Michael Stocks, U.S. Army

Council Chairs

Jim Macaulay, FEMA
John Kramar, USCIS
June Moss, VA
Kimberly Nash, HUD
Leo Kay, DOL
Linda Moore, USPS
Maria Jauregui, DOJ
Ridwana Bentley, DOJ
Robert Trefault, OPM

Call to Order

Janie Thomas, Treasurer, called the meeting to order at 10 AM

Attendees

Board Members

Ahsha Tribble – FEMA
CAPT Joseph Kramek, USCG
Janie Thomas – DOL
John Cabeca – USPTO
Joseph Kramek - USCG
Kathleen Roscher – DHS
Kim Nash, HUD
Les Yamagata – GSA
Linda Rivera – IRS
Robert Trefault – OPM
Lydia Baca - FMCS

Guests

Michael Connolly – EEOC
Michele Kwok – VA
Sara Snyder – MSPB
Mark Reiss, GSA
Christine Riccardi, DHS

Staff

Gail Castaneda – SFFEB
Sara Russell – SFFEB

Minutes Approval

Motion to Approve February Minutes: John Cabeca, 2nd : Robert Trefault, Vote to Approve: Unanimous

Officer Vote

Motion to Nominate Les Yamagata, GSA as 1st Vice Chair and John Cabeca, USPTO as 2nd Vice Chair.
2nd Robert Trefault.
Vote to Approve: Unanimous

Topics

1. Speed Networking
 - a. John Cabeca described what he's doing to focus on start-ups and digital businesses who work with federal agencies.
 - i. IDEA for SFFEB: Try better network federal agencies in the region based on specific topics.
 - ii. Pull together agencies around specific missions/projects to help connect with our customers or interagency issues.
2. Locality Pay
 - a. Robert Trefault, each agency has to send up salary survey, DOD does a yearly wage grade salary survey. Look at market price in the area; each agency should know how to do this, agencies needs to do this locally and go up through each agency. Through HR channels, then agency sends to OPM to review it.
 - b. We can do a base locality pay survey as the SFFEB. For example look at the GDP of our region. Ultimately congress had to fund. Big impact to recruiting people.
3. Hiring Freeze
 - a. Ask HR departments they should be getting info from OPM and its on the website. Guidance for each individual agency is in addition. Info going out to HR.
 - b. OMB is working on a plan on the Hiring Freeze, OPM is part on it. April 22nd is when it ends.
 - c. Salary Surveys is helpful to do every year, HR compensation group. Need different reviews based on job classifications.
4. Per Diem Issues for Bay Area
 - a. Travel Issue, no hotel inventory in Oakland and South Bay, so can't get per diem rate and end up getting hotels far away and get car so less money than SF per diem.
 - b. Why can't we have Bay Area per diem rate so open up hotels - GSA, Les can reach out to assistant commissioner to see if can be a regional commissioner? Follow Up with Les on this.

Meeting Adjourned

10:45 for Constitutional Law Presentation