
MEETING MINUTES

Member Attendees

Rafael Borrás/USM	Rendell Jones/USCIS	Benjamin McCashland/AFGE-FPS
Brian DeWynngaert/AFGE	Jeffery Orner/USCG	Steve Hardman/AFGE-FEMA
Colleen Kelley/NTEU National	Chris McLaughlin/TSA	Ezequiel Rodriguez/NTEU-CBP
Catherine Emerson/CHCO	Caitlin Durkovich/NPPD	Glenn Dockham/NTEU-CBP
George McCubbin/NBPC	Mark Whetstone/AFGE-CIS	Vanessa Newton/NTEU-CBP
Gary Anderson/FEMA	Demetrios Stroubakis/AFGE-USCG	Abdullah Shahbaaz/NTEU-CBP
David V. Aguilar/CBP		
David Venturella/ICE		

Welcome by the Co-Chairs

Under Secretary for Management Raphael Borrás (standing in for S2), Brian DeWynngaert (standing in for John Gage), and Jonathan Levine (standing in for Colleen Kelley) welcomed the group.

Budget Update

OCFO briefed the forum on the DHS 2012 budget outlook. The Department is now operating with a \$46.5 billion appropriation for FY12. This funding is available through September 30, 2012. The FY13 budget has been drafted by the President and will soon be shared at various Congressional hearings. Congress has until the end of FY12 to fund the Department without enacting a continuing resolution.

DHS Labor-Management Forum Metrics Report

Forum members were briefed on the DHS Labor-Management Forum Metrics Assessment. Four issues were selected for the assessment: improving telework capability; supporting learning and development programs; using employee feedback to influence policies; and enhancing collaborative efforts to improve Labor-Management relations. For telework capability, an initial target increase of 5% was set. This target was exceeded by 45% (figures are based on the number of employees who telework at least 8 hours per pay period). Members expressed interest in tracking other aspects of telework as part of the metrics.

To measure support of learning and development programs, responses to questions in the employee viewpoint survey and the percentage of employees on Individual Development Plans (IDPs) were selected as a metric. However, the expected mechanism to count IDPs, was not deployed and this item was not rated. This metric was recommended for further review.

The employee feedback metric was measured using the Job Satisfaction Index on the Federal Employee Viewpoint Survey. A 2% increase was set as the target, but was not met in 2011. DHS experienced a 1% decrease in the job satisfaction metric. The 1% decrease in job satisfaction was also seen in the government wide metric. Council members were encouraged to continue efforts to identify and address issues affecting Job Satisfaction.

The final metric of improved Labor-Management Relations was measured with the Labor Management Relations Survey. Targets were increased forum participation, improvement in predefined survey questions and pre-decisional involvement. Based on decreased forum participation and low pre-decisional involvement, the targets were not met. It is recommended that forum representatives continue to seek ways to improve Labor-Management Relations by reviewing component survey results and taking appropriate actions. In addition, the DHS Labor Management Forum metrics working group will reconvene and make a recommendation regarding metrics for future assessments. The subject of metrics will be an agenda item for the next DHS LMF.

Goals Engagement Accountability Results (GEAR)

Robert Lauria from OCHCO briefed the forum on efforts to improve the government's performance management accountability framework. Among the key elements of the GEAR report are recommendations to align employee performance management with organizational performance management; articulate a high performance culture; implement accountability at all levels; create a culture of engagement; and improve the assessment, selection, development and training of supervisors. While explaining the OPM's GEAR Report to the DHS LMF, Mr. Lauria used the DHS four-tiered performance appraisal program as an illustration of a system with cascading goals, a suggested practice contained in the GEAR Report.

Curtis Odom and Demetrios Stroubakis talked about the GEAR Pilot. AFGE representatives noted they do not support GEAR. A more positive initiative would be career development for employees including college credit for job training. In reference to the illustration of how the DHS four-tiered appraisal program contains cascading goals, Demetrios Stroubakis indicated he did not see a need to replace the appraisal system the Coast Guard is currently using as doing so would create needless turmoil in the workforce. However, he indicated they would entertain further discussions to see if common ground could be reached regarding a GEAR pilot.

Closing Remarks

Forum members were encouraged to engage with one another to discuss and address issues outside of the forum.