



*Federally Employed Women, Inc.*  
**Greater Oklahoma City Chapter**  
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## **A “FEW Notes” From our President**

I hope you’re making plans to join us as we celebrate Women’s History Month on Thursday, March 25th. Our Programs committee has an exciting event planned; Sandra Hansen of Holland, Michigan, will present “Kate’s Pants.” Through a magical book and the layering of clothes, audiences become acquainted with important women such as Amelia Bloomer, Elizabeth Cady Stanton, Sojourner Truth, and Mrs. Sydney Savory Buckman. Don’t miss this opportunity to celebrate Women’s History Month with us at the Sheraton FourPoints Hotel.

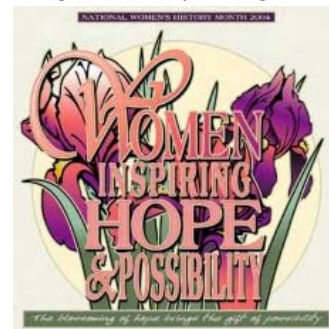
March is FEW membership renewal month. I was pleased to learn that most of our members have renewed their membership. If you have misplaced your renewal notice you can simply mail your check for \$33 to the GOKC FEW P.O. Box.

You should have received your nominations form for Regional and Chapter offices. I hope you will take some time and consider nominating yourself for an office. The opportunities and rewards are endless – come share your talents with us. Ellen

## **Women’s History Month Presidential Proclamation**

During Women's History Month, we celebrate the many accomplishments of our Nation's women.

Women are leaders in American business, government, law, science, medicine, the arts, education, and many other fields. As mothers, sisters, and daughters, they bring compassion and integrity to our communities and help to teach our children the values that make our country great.



Women today are following in the footsteps of pioneers such as Sarah Pierce, Emma Willard, Catherine Beecher, and Mary Lyon, who helped open the doors to higher education for women in our country. Their vision and determination changed America forever. Women today also join a long tradition of defending our Nation. During the Revolutionary War, Margaret Cochran Corbin fought as a gunner and was severely wounded at the battle of Fort Washington. Today, more than 200,000 women are serving in our Nation's Armed Forces and working to defend America and advance peace and freedom. We are grateful for their sacrifice and for the military families that support them.

This month, we celebrate the many ways women strengthen and enrich America. NOW, THEREFORE, I, GEORGE W. BUSH, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim March 2004 as Women's History Month. I call upon all Americans to observe this month with appropriate ceremonies and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this fifth day of March, in the year of our Lord two thousand four, and of the Independence of the United States of America the two hundred and twenty-eighth.

GEORGE W. BUSH

## National Women's History Project

In 1980, the National Women's History Project (NWHP) was founded in Santa Rosa, California by



### National Women's History Project

Molly Murphy MacGregor, Mary Ruthsdotter, Maria Cuevas, Paula Hammett and Bette Morgan to broadcast women's historical achievements. The NWHP started by leading a coalition that successfully lobbied Congress to designate March as National Women's History Month, now celebrated across the land. Today, the NWHP is known nationally as the only clearinghouse providing information and training in multicultural women's history for educators, community organizations, and parents—for anyone wanting to expand their understanding of women contributions to U. S. history. The enduring goal of the NWHP is to “make history” accurate by continuing to recognize and celebrate women's authentic contributions through its current and future projects.

For more information on the National Women's History Project go to [www.NWHP.org](http://www.NWHP.org).

## Leadership – Are you ready?

By Ellen McKenzie

### Part III of III

After reading the past two articles on chapter leadership, have you found an office that is calling your name? I hope you have – it is a wonderful opportunity for networking and professional growth. Last month I highlighted the qualifications required for our elected positions. Now it's time to discuss another key element of chapter leadership – appointed positions.

**Appointed Positions:** If you have, or would like to develop, a skill or ability in one of the following, please make your desires known to the incoming president soon after the election. One of the toughest jobs for a new president is to find members with skills, or the desire to learn, to fill the appointed positions. Every job is important and everyone works together – I promise the experience will be rewarding both personally and professionally.

Qualifications for appointed positions:

1. Have been a member of the chapter in good standing, and
2. Have a good working knowledge of the organization—including organizational structure, goals and objectives and the documents which govern the organization.

**Diversity Chair.** Serves as the coordinator for diversity activities for the chapter.

Additional Qualification Specific to this office: have a sincere interest in furthering diversity and cultural awareness and be committed to actively serving as the chapter's voice on diversity issues.

Diversity Chair's responsibilities:

- Develop an annual budget for diversity activities
- Develop a committee to assist with duties, to train members in diversity issues, and get members actively working on chapter business
- Develop an annual plan that includes activities, programs and projects that allow member involvement in diversity issues. These activities should include, but are not limited to developing strategies to identify and eliminate barriers and promote FEW's commitment to providing equality of opportunities within and outside the organization, educational programs, outreach activities, etc., that address diversity issues.
- Work with the chapter program chair to develop diversity programs as either stand alone activities or as part of membership meetings/program.
- Review, update, and maintain a mailing/contact list of local, state, and federal entities involved in furthering diversity awareness through speaking training, programs and activities
- Develop and submit to the newsletter editor articles that highlight diversity issues and activities for submission to national and regional newsletters that meet publishing deadlines
- Develop materials to publicize the chapter diversity activities throughout the community
- Attend all chapter meetings
- Prepare written reports of activities for meetings
- Prepare briefings to present at the membership meetings to keep members informed of the latest diversity activity and FEW's activity nationally
- Perform other duties as assigned by the president or as requested by the membership

**Legislative Chair:** The legislative chair serves as the coordinator for legislative activities for the chapter.

Additional Qualification Specific to this office: have a sincere interest in legislative activities and be committed to actively serving as the chapter's voice on legislative issues.

Legislative Chair's responsibilities:

- Develop an annual budget for legislative activities.

- Develop a chapter legislative committee to assist with duties, to train members in legislative functions, and get members actively working on chapter business.

- Develop an annual plan that includes activities, programs and projects that allow member involvement in legislative issues. These activities should include, but are not limited to voter registration campaigns, letter writing campaigns, telephone action alert trees, visitations with legislators, educational programs, fax networks, etc., to address federal and state issues that impact female federal workers.

- Develop and maintain a legislative alert system to contact chapter members when issues supported by few require prompt action such as writing, calling or visiting a congressional member.

- Develop a form letter/post card kit with addressees and phone numbers of federal, state, and local congresspersons for chapter members.

- Maintain communication with the national legislative chair, the national VP for congressional and government relations and the regional legislative chair

- Work with the chapter program chair to develop legislative programs as either stand alone activities or as part of the monthly membership meeting programs.

- Review, update, and maintain a mailing/contact list of local, federal and state legislators.

- Develop and submit articles that highlight legislative issues and activities for submission to the national/regional newsletters that meet publishing deadlines.

- Attend all chapter meetings.

- Prepare written reports of activities for meetings.

- Prepare briefings to present at the membership meetings to keep members informed of the latest legislative activity and FEW's activity nationally.

- Perform other duties as assigned by the president or as requested by the membership

**Newsletter Chair/Editor.** Serves as the reporter for chapter events and activities.

Additional Qualification Specific to this office: have a good eye for creating a layout and material that enhances the image of the chapter.

Newsletter Chair/Editor's responsibilities:

- Develop an annual budget for the newsletter.

- Develop a chapter newsletter committee to assist with duties, to train members in newsletter and reporting functions, and get members actively working on chapter business.

- Develop a publishing and distribution/ mailing schedule for the newsletter and advising members of publishing due dates.

- Develop an annual plan that includes standard articles which appear each month. These articles should include, but are not limited to the presidents message, program or activity themes; member features; program flyers; upcoming events, legislative news; national and regional highlights, etc.

- Compile info of interest to all members in the chapter for publication.

- Work with membership chair in reviewing, maintaining and updating current member mailing addresses and member info.

- Review, update, and maintain a newsletter mailing list of regional officers, other chapters in the region, the national board of directors, the national office, and federal agencies.

- Develop and submit articles that highlight chapter members and chapter activities for submission to national and regional newsletters that meet publishing deadlines.

- Compile a draft chapter monthly newsletter for review by the chap president prior to established publishing and mailing deadlines.

- Perform member outreach activities which may include personally contacting

- officers, committee chairs, and members during the year to obtain feedback on newsletter content.

- Review newsletters from other chapters and organizations for ways to improve chapter newsletter format.

- Attend all chapter meetings.

- Prepare written reports of activities for meetings.

- Prepare briefings to present at the membership meetings to keep members informed.

- Perform other duties as assigned by the president or as requested by the membership.

**Awards Chair.** Serves as chair of the chap awards committee.

Awards Chair's responsibilities:

- Review the current awards programs to determine current requirements

- Develop an annual budget for awards activities and operations

- Develop a chapter awards committee to assist with duties, train members in data gathering and awards

writing functions, and get members actively working on chapter business.

- Develop an annual plan that includes activities, programs, and projects targeted at putting together award-winning awards packages
- Write an article for the newsletter regarding types of awards and the awards criteria by the end of the second quarter of the FY (Dec 30<sup>th</sup>).
- Work with program chair to plan a chapter awards ceremony to announce the winners
- Attend all chapter meetings
- Prepare written reports of activities meetings
- Prepare briefings to present at the membership meetings to keep members informed of the latest awards activity and FEW's activity nationally
- Perform other duties as assigned by the president or as requested by the membership

**Bylaws Chair.** Serves as the authority on current chapter bylaws.

Bylaws Chair's responsibilities:

- Maintain current copies of the chapter, regional, and national bylaws.
- Develop an annual budget for bylaws activities and operations.
- Review chapter bylaws for consistency with region and national bylaws and making recommendations to the membership on any article that requires changes to maintain parallel.
- Completing all actions necessary to notify the membership when a change in bylaws is proposed including mailing and collecting ballots, and reporting on the outcome of ballot results.
- Making the actual changes to the chapter bylaws voted upon by the membership.
- Distribute copies of the new or amended bylaws to the membership in a timely manner.
- Attend all chapter meetings
- Prepare written reports of activities for meetings.
- Prepare briefings to present at the membership meetings to keep members informed of the latest bylaws activity and FEW's activity nationally.
- Perform other duties as assigned by the president or as requested by the membership.

Well, I think we are now acutely aware of all the various talents, tasks, personalities, and responsibilities required to keep the chapter afloat and functioning. I know some of this may have seemed a bit redundant but at the time I was writing this I thought it was better to repeat it than to ask you to refer to another page or issue for qualifications and responsibilities. Thanks for

bearing with me though this process and I hope that something here has peaked your interest. *Remember, every job is important and everyone works together.*

**Leadership – are you ready?**

**YES, I believe you are ready!**

## **FEW National, SW Regional and Local Chapter News**

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### **GOKC Chapter News**

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For more information about our chapter and to view previous issues of FEW Notes, visit our Website at [www.gokcfew.org](http://www.gokcfew.org).

### **GOKC FEW Membership Renewal,**

Your membership renewal notice should have arrived by now. If you haven't done so, now is a good time to renew your membership. Ensure you make any appropriate changes (name, address, phone number, etc.) on the form and return it promptly with your check for membership renewal. If you have any questions please contact our VP for Membership, Danielle Satterfield.

### **NEW GOKC FEW Members**

We wish to extend our warmest welcome to our newest members of the Greater Oklahoma City Chapter.

Kim D Hatchel

Teri A Jones

Cathy Jones-Waggoner

### **March Birthdays**

25 - Teresa Taylor

31 - Peggy O'Neal

Happy Birthday and best wishes!!

### **Up and Coming for Women's History Month**

We have an exciting program lined up for the month of March in celebration of Women's History Month.

#### **"Kate's Pants"**

by

Ms. Sandra Hansen

Sheraton FourPoints @ 6300 Terminal Drive

March 25, 2004

Time: 6:00pm

This is a fascinating introduction to women's history by using period clothing to illustrate women's reform through the past 150 years.

Your POC for this exciting presentation is Brenda Hagar (954-4514) and Linda Carlisle(954-6574). Call now to reserve your seat!

### **Rock the Native Vote**

Let's encourage these young adults to get out and vote.

This summer in Oklahoma City, a groundbreaking effort will be made to register thousands of Native American young adults to vote.

On Saturday, June 5, a first of its kind concert will take place at the Oklahoma City Fairgrounds in the Made in Oklahoma Building. From 1 pm. To 10 pm. there will be informational booths and a concert featuring award-winning Native American performers of contemporary music.

The Rock the Native Vote (RNV) concert is a non-partisan event to educate and encourage Indian Country to vote. The primary sponsor of this event is the Oklahoma Indian Missionary Conference of the United Methodist Church. The OIMC is made up of 89 Native American United Methodist Churches across Oklahoma, Kansas and Texas. Among the many aims of its ministry is to promote the goal of social justice.

"The belief is that through becoming politically active, positive social change will occur," said RNV Concert Chairman Rev. David Wilson. Wilson is also the Executive Director of the Oklahoma Indian Missionary Conference of the United Methodist Church. The UMC provided a grant that was used as seed money for the concert.

Brian Frejo, a popular Native American Hip Hop MC and music producer, was instrumental in securing a stellar line-up of artists. Comments Frejo, "Some of the most popular acts in Indian Country will be here, from rap and hip hop to rock and blues."

Performances are set to begin at 2 pm. Nearly all of these artists were either nominated for or recipients of Native American Music Awards (NAMMY). Headlining is Pop/Dance sensation Jana, a member of the Lumbee Nation. Other nationally known musicians are Tribal Live (Hip Hop), Casper Lomayesva (Reggae) and Darryl Tonemah (Contemporary Rock). Also featured are noted locally based artists Chebon Tiger Band (Blues) and Brian Frejo's Culture Shock Camp (Rap, Hip Hop, Breakdancing)

The concert is scheduled in the summer for traditional reasons. RNV Committee member Rev. Chebon Kernell states, "It is a cultural tradition to have social functions in the summertime. It has always been

our time to get together. This event provides a wholesome environment for the whole family to enjoy".

Rock the Native Vote organizers believe that it is vital to engage and empower Native Americans to participate in the elections of next fall. This non-partisan effort is geared towards educating Native Americans about the importance of voting.

"It is time for the indigenous people of America en masse to exercise their rights as citizens. It is a responsibility we owe to our ancestors and our children," says RNV committee member and former Oklahoma State Senator Enoch Kelly Haney.

Ticket price is \$10 and will be available through OK Tickets beginning April 5. The concert has a website that is updated frequently. Visit them at <http://www.rockthenativevote.com>. For more information, please call 405-632-2006, or contact Cinda Hughes, Public Relations (405) 632-2006 <http://www.rockthenativevote.com>

### **GOKC Fund Raiser**

#### **GLAMOUR DAY**

Sponsored by GOKC F.E.W.

**\*\* Spoil Yourself \*\***

Join us on SATURDAY, APRIL 24, 2004 at  
the HOLIDAY INN at  
6200 N. ROBINSON in OKLAHOMA CITY

Your glamour makeover includes make up  
enhancement, hair enhancement,  
and a LOT OF FUN!

Glamour photo session includes furs, wraps, and  
jewelry. Five different looks and  
a FREE 8x10 COLOR PORTRAIT is included with  
your package for only \$29.95.

Make your appointment now by calling  
**CAROLYN DELONG** at 691-5817.

Please wear no makeup and have clean dry hair. Wear a two piece outfit as outfit changes will be from the waist up. Plan to arrive 10 minutes early.

Thanks for your support of the Greater Oklahoma City  
Chapter of FEW.

### **GOKC FEW Nametags**

Did you have an identity crisis at the last FEW meeting or get-together? GOKC FEW nametags are still available and can be purchased for a small fee of only \$6.00. These nametags are gold with black lettering,

have the FEW logo engraved on them and attach to your clothing with magnets – no more pin holes in your Gucci blouse! Want one? Need one? Contact Ellen McKenzie today at 954-2882 to get yours!

### **GOKC FEW Sweatshirts**

GOKC FEW still has a few sweatshirts available for only \$10.00 each. Contact Ellen McKenzie if you want one of these highly collectable shirts. Call Ellen at 954-2882 to get yours!

## **Southwest Regional News**

### **Southwest Regional Training Program (RTP)**

It's in the books! The Southwest Regional Training Program recently held at the Radisson Plaza in downtown Fort Worth, Texas was an astounding success! The planning committee put together a top-notch and dynamic series of speakers and classes. The entire event was extremely beneficial and informative.

The event was kicked off with a reception and musical interlude Tuesday evening following a warm welcome to Ft. Worth and the SW RTP by our Regional Manager, Claudia Williams. Wednesday morning started off with the Legislative Breakfast featuring Ms. Janet Kopenhaver, President of Eye On Washington who informed us of the ongoing issues going on at our nation's capitol. She also gave an outstanding and informative talk on the [CAPWIZ](#) web site and a brief overview of how to access it and use it to your advantage. A special thanks to Rhonda Trent and the organizing committee (all from GOKC Chapter!) for putting on an outstanding program!

The rest of the week's training was simply top-notch. Our hats are off to those who spent the many hours bringing this talent to the RTP.

The RTP culminated with a fabulous awards luncheon. The guest speaker for the luncheon was Patricia Montoya, Cabinet Secretary, State of New Mexico, Department of Health who gave a rousing talk to the packed banquet room. The following are the results of the chapter awards program – the envelope, please....

### **2004 SW Regional Chapter Award Winners**

#### **Best Programs**

- 1<sup>st</sup> Place—Tinker**
- 2<sup>nd</sup> Place—Bluff Center**

#### **Membership**

- 1<sup>st</sup> Place—Three Crosses**

- 2<sup>nd</sup> Place—Gr. Oklahoma City**
- 3<sup>rd</sup> Place—Bluff Center**
- 4<sup>th</sup> Place—Tinker**

#### **Newsletter**

- 1<sup>st</sup> Place—Tinker**
- 2<sup>nd</sup> Place—Gr. Oklahoma City**
- 3<sup>rd</sup> Place—Bluff Center**

#### **Fundraiser**

- 1<sup>st</sup> Place—Bluff Center**

#### **Special Projects**

- 1<sup>st</sup> Place—Bluff Center**
- 2<sup>nd</sup> Place—Tinker**
- 3<sup>rd</sup> Place—Dallas**
- 4<sup>th</sup> Place—Gr. Oklahoma City**
- 5<sup>th</sup> Place—Three Crosses**

#### **Special Emphasis**

- 1<sup>st</sup> Place—Dallas**

### **Agency Awards**

**Michael A. Chappell, Director**  
**Dallas District, Southwest Region Food and Drug Administration, Dallas, Texas**

**Leon R. McCowan, Regional Administrator,**  
**Administration for Children and Families—Region VI**

### **Retiree Recognition—7-02/2-04**

**Bluff Center:** Cathy Currington, Connie Beam, Edna Morgan, Sherry Smith, Linda Amspaugh  
**Security Hill:** Rosalyn Wise, Carol Rouse  
**Dallas Area:** Joyce Doss, Darlene Williams, Ed Harris, Earnestine Mixon, Betty Latimer  
**Zia:** June Defibaugh  
**Greater Oklahoma City:** Willeta Banks (deceased), Susan Smith, Carolyn Delong

A special thanks to all who made this RTP a stellar success and one to remember for years!

### **FEW Connections - National**

For more information on FEW memberships and the FEW organization, check out the national FEW Website at [www.few.org](http://www.few.org)

#### **National Membership Contest**

Don't forget to invite friends and co-workers to visit us and join FEW. Your recruiting efforts could be rewarded with a cruise, lifetime membership or other

cash prizes. Full contest details are at [www.few.org](http://www.few.org). Contest ends June 30, so hurry!

### **National Training Program**

It's time to check out [www.fewntp.org](http://www.fewntp.org) and start your agency process for approval and funding to attend FEW's annual NTP. Excellent, excellent training, as always.

### **NTP 2004 - The Best is Yet to Come!**

Join us for the 2004 National Training Program in Nashville, Tennessee. This fantastic training program will run July 19 – 24, 2004. This is an event not to be missed! The NTP staff is working very hard to make this another world-class event. Make a commitment to your career and plan on attending this amazing career enhancer.

### **The Best Educational Workshops in the Industry.**

We asked you, "How can we make our conference better?" You answered...and we listened. More importantly, we made changes. And we think you'll like what's in store for you:

- Exhibit hall with more profession-boosting exhibits than ever before.
- Tiered training tracks tailored for novices and executives.
- Outstanding technical and professional training
- Learn from your peers—More built-in networking opportunities
- An attractive venue to make learning fun, with many activities for attendees and families.

### **FEW Welcomes Naomi Judd**



Famous country singer, songwriter and speaker will be the KEYNOTE SPEAKER at the opening session of Federally Employed Women's 35th annual National Training Program. Following Ms. Judd's speech will be an 1 hour book signing session.

**Hear the Sounds of Success at the "Best Hotel in Nashville"—**

### **Opryland**

- Pleasant weather and indoor tropical gardens year-round
- Walking distance from the world-famous Grand Ole Opry and more than 200 manufacturer outlets, off-price retailers, specialty stores and restaurants
- Four pools, fitness center, salon, on-site shops and restaurants ready to pamper you.

- All the comforts of home with spacious and attractive rooms that feature all the amenities. Online conference registration begins March 15, 2004. Register before May 28 and save \$100.

### **CHECK IT OUT! NTP 2004 Registration Package**

Congratulations to the NTP 2004 Committee Chair and her outstanding team for this tremendous milestone! The NTP 2004 registration package has been posted at [www.fewntp.org](http://www.fewntp.org). Jeni reports that it will be "searchable" on Monday, March 1st, but it is up and running now. It looks great!

I know that NTP 2004 will be a huge success!

### **NTP Opportunities**

Marion Stevens, National VP for Membership and Chapter Organization, is asking for volunteers for a couple of exciting positions. If you are interested in either of the FEW NTP positions please contact Marion (information below) or let Ellen know and she will pass your information on to her.

*FEW Store Manager* I'm looking for a volunteer to be the FEW Store Manager for NTP 2004. This person will make all the arrangements to have items with the FEW logo available for sale before and during NTP. I need a person in place by Feb 15, 2004. If you are interested, curious, and want to know more about the position please contact Marion or Ellen.

*FEW National Membership Booth* Looking for a volunteer to manage the FEW National Membership Booth during NTP 2004. This person will make the arrangements necessary to have an attractive and functional membership booth in the exhibit area during the NTP. Again please contact me to get more information.

### **National Membership Renewal**

FEW members, when you renew your membership for 2005 you will receive a card in the mail to let you know it is complete. If you have not received the card 6 weeks after you pay your dues please contact your chapter or contact me if you are a member-at-large. My contact information is: office [stevensm@scott.disa.mil](mailto:stevensm@scott.disa.mil) or (618) 229-9313. At home I can be reached at [marionstevensm@charter.net](mailto:marionstevensm@charter.net) or (618) 632-1695. Thanks, Marion

## **Diversity**

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### **March Events**

From the Diversity website, [www3.kumc.edu/diversity](http://www3.kumc.edu/diversity).

Irish-American Heritage Month  
[National Women's History Month](#) (United States)  
8 - International Women's Day (United Nations)  
17 - [St. Patrick's Day](#) (Ireland, United States)  
20 - Spring Begins

## National Women's History Month

### From Local to National and from Week to Month

As recently as the 1970's, women's history was virtually an unknown topic in the K-12 curriculum or in general public consciousness.

To address this situation, the Education Task force of the Sonoma County (California) Commission on the Status of Women initiated a "Women's History Week" celebration for 1978. March 8th, International Women's Day, was selected as the focal point to ensure that the events and celebration would include a multicultural perspective, recognize the connection between and among all women, and celebrate the important role of women in the paid labor force.

The activities and events that were held met with an overwhelmingly enthusiastic response, and within a few years, scores of area schools held programs for Women's History Week. Hundreds of women from the community participated by going into the schools as Community Resource Women, and an annual Real Woman Essay Contest drew hundred of entries, as did an annual women's history parades through the heart of downtown Santa Rosa, California.

**The Week Becomes National** In 1979, Molly Murphy MacGregor, then the Director of the Sonoma County Commission on the Status of Women, was invited to a Women's History Institute at Sarah Lawrence College to discuss the importance of using Women's History Week as a focal celebration to recognize and celebrate women's historic accomplishments.

The conference was for leaders of women's and girl's organizations throughout the country. The participants decided unanimously to promote the idea of a Women's History Week within their own organizations, school districts, and states. They also agreed to work toward securing an official Congressional Resolution that would declare the week of March 8th as "National Women's History Week."

In March of 1980, President Jimmy Carter issued a Presidential Message to the American people, encouraging the recognition and celebration of women's historic accomplishments during the week of March 8th, Women's History Week. By the end of 1980, then Representative Barbara Mikulski (D-MD) and Senator Orrin Hatch (R-UT) had co-sponsored the first Joint Congressional Resolution that declared the week of March 8th in 1981 as National Women's History Week.

[St. Patrick's Day](#) is celebrated annually on March 17 in



honor of Ireland's patron saint. St. Patrick was born between 370 and 390 C. E. in the Roman Empire in Britain. His given name (Magonus Sucatus or Maewyn Succat) was changed to Patricius (Patrick) either after his baptism or after he became a priest. At the age of 16, Patrick was kidnapped and sold into slavery in Ireland. He remained in captivity for six years during which time he worked as a shepherd and began to have religious visions. During one of the visions, Patrick became aware of a rescue ship and he fled to France.

Patrick eventually returned to Ireland as a missionary and succeeded in converting the Irish to Christianity. He used a shamrock to explain the Trinity to potential converts. The three leaves of the shamrock represented the father, son, and holy spirit. Patrick is also reported to have driven all of the snakes, a pagan symbol, out of Ireland and into the sea where they drowned. This is perhaps a metaphor for driving paganism out of Ireland since biologists believe there were no snakes in Ireland at the time.

St. Patrick's Day celebrations in the United States are secular and date back as far as 1737 when Boston held its first St. Patrick's Day parade. The day is celebrated with green beer, the wearing of green clothing, and parades. However, in Ireland, the day is primarily a religious occasion.

Because many Americans celebrate their Irish lineage on St. Patrick's Day, March was chosen as Irish American Heritage Month. The month was [proclaimed in 1995](#) by Congress (Public Law 103-379).

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## In Other News....

### President Signs Executive Order On Pay Raises

The President finally signed a long-awaited executive order to implement a retroactive pay increase for federal employees averaging 4.1 percent above the 2003 rates. This pay adjustment supersedes the 2.0 percent overall average increase approved in December. Of the 4.1 percent increase, 2.7 percent (instead of the original 1.5 percent) is allocated as an across-the-board increase to basic pay and 1.4 percent is allocated to increases in locality pay. The new 2004 salary tables are posted on the Office of Personnel Management's (OPM) [web site](http://www.opm.gov/oca/payrates/index.asp) at <http://www.opm.gov/oca/payrates/index.asp>.

The overall 2004 pay increase ranges from about 3.89 percent (in the Kansas City locality pay area) to about 5.35 percent (in the San Francisco locality pay area) over the 2003 rates.

OPM also created new salary tables for law enforcement officers in each locality pay area. Special rates and pay rates for the Senior Executive Service, administrative law judges, and administrative appeals judges were also adjusted. The executive order makes the pay increases effective retroactive to the first day of the first applicable pay period beginning on or after January 1, 2004 (January 11 for most employees).

For more information, visit the following sites:  
Biweekly Caps on Premium Pay  
<http://www.opm.gov/oca/pay/HTML/04GSCap.asp>.

Examples of January 2004 Pay Computations  
<http://www.opm.gov/oca/compmemo/2003/04PAYCOMP.asp>.

How to Compute Rates of Pay  
<http://www.opm.gov/oca/pay/HTML/computerates.asp>.

How to Compute FLSA Overtime Pay  
<http://www.opm.gov/oca/pay/HTML/computeflsa.asp>.

### **Thrift Savings Plan Immune To Problems Afflicting Mutual Fund Industry, Panel Finds**

By Stephen Barr

The Thrift Savings Plan is a great bargain. That was the consensus at a hearing yesterday chaired by Sen. Peter Fitzgerald (R-Ill.), who, as chairman of a Senate Governmental Affairs subcommittee, has been probing hidden and excessive fees in the mutual fund industry.

Last year, the TSP operated with an expense ratio of 11 basis points, or a charge of 11 cents per \$100 invested by participants, Fitzgerald said.

Only TSP participants -- government workers, government retirees, members of Congress and congressional staff -- get such low-cost access to stocks, bonds and securities, Fitzgerald said.

That means they may reap higher returns for their retirement than comparable private-sector workers, he said. "I don't think that is fair," Fitzgerald said, suggesting that TSP could be used as a model to provide enhanced retirement savings opportunities for workers in the private sector. (TSP, a 401(k)-type program, offers four index funds -- three stock and one bond -- and a government securities fund that never loses.)

Fitzgerald said data collected by Lipper Services show that comparable index funds in the private sector have an average expense ratio of 63 basis points, or 63 cents per \$100 invested. Most mutual funds do not include the cost of transactions in their expense ratios, but the TSP does, Fitzgerald added.

Expense ratios are used to measure a plan's overhead costs, management and advisory fees and transaction costs as a percentage of total assets. The charge to investors may seem small (a basis point is one 100th of a percentage point; 100 basis points equal 1

percentage point). But Fitzgerald said industry projections show that charging investors a single percentage point over 30 years can eat into a nest egg by as much as 35 percent.

Andrew M. Saul, chairman of the Federal Retirement Thrift Investment Board, which oversees the TSP, pegged the actual cost to participants at 10 basis points for 2003, saying that 1 basis point was offset by funds that were forfeited by some account holders.

He called the 2003 charges "unusually high" because TSP participants took a \$36 million loss on a failed computer project, which cost them about 3 basis points. Saul predicted that the TSP would rebound in 2005, dropping the cost to participants as low as 6 basis points.

Yesterday's hearing was part of a series being held by Fitzgerald, who has been investigating abuses in the mutual fund industry, such as market timing, late trading and hidden fees charged to investors. Fitzgerald said TSP "does not suffer, nor is it vulnerable" to such abuses.

"Based on the information known to me," Fitzgerald said, "TSP participants do not need to worry about many of the problems plaguing the mutual fund industry. . . . Nor do participants need to worry about an incestuous board of directors that is beset with conflicts of interest. TSP board members are completely independent and required by law to act solely in the interests of plan participants and beneficiaries."

Among those called to testify were Blake R. Grossman, a top official at Barclays Global Investors, which holds the contract to manage TSP's stock and bond funds, and Alan D. Lebowitz, a senior official at the Labor Department, which audits TSP operations.

Grossman said Barclays has reviewed such issues as late trading and market timing and found no areas "of significant concern" in its operations. Lebowitz said a preliminary review suggests that TSP participants are insulated from such problems.

TSP last year shifted its record-keeping functions to a new computer system. It calculates the value of accounts on a daily, rather than monthly, basis, and allows participants to use the Internet to view account balances and transactions.

Gary A. Amelio, the TSP board's executive director, testified that his staff has looked at whether the conversion to a daily plan encouraged federal employees to become so-called day traders, but "discovered no issues of concern."

Only 146 participants (of the plan's 3.2 million members) have traded more frequently than twice a week, Amelio said. "Interestingly, some of these traders

held fewer shares at the end of the trading period -- in other words, they lost money," he said.

### **Senate budget chief includes pay parity in proposed plan**

By David McGlinchey

Senate Budget Committee Chairman Don Nickles, R-Okla., included language in his fiscal 2005 budget proposal supporting equal pay adjustments for military and civilian federal employees. That proposal is scheduled for a vote in the full committee on Thursday.

In the fiscal 2005 White House budget proposal, President Bush proposed a 3.5 percent average pay increase for military personnel and a 1.5 percent average pay increase for civil servants. Bush has said that the military deserves the 3.5 percent raise because of continuing military operations abroad. A bipartisan group of lawmakers has protested the move, calling for equal pay adjustments.

In his "chairman's mark" of the fiscal 2005 budget resolution, Nickles said that "the rate of increase in the compensation of civilian employees should be equal to that proposed for the military." Full story: <http://www.govexec.com/dailyfed/0304/030304d2.htm>

### **Senate approves restrictions on off-shore outsourcing**

By Amelia Gruber

By a wide margin, the Senate on Thursday approved a measure that would prevent most civilian federal agencies from outsourcing jobs to contractors working outside the United States. The measure, introduced by Sen. Christopher Dodd, D-Conn., as an amendment to a corporate tax bill, also would prohibit agencies from procuring goods or services from companies that send work abroad, with some exceptions. Senators endorsed the bipartisan amendment by a vote of 70 to 26.

Under language in the fiscal 2004 omnibus spending package passed in late January 2004, contractors winning public-private job competitions must work within the U.S. unless federal employees previously performed the jobs overseas. The language, offered originally by Sens. Craig Thomas, R-Wyo., and George Voinovich, R-Ohio, applies only to job competitions conducted using 2004 appropriations. Full story:

<http://www.govexec.com/dailyfed/0304/030504a1.htm>

### **'Teach the young' about service, urges Supreme Court justice**

By David McGlinchey

Federal recruiters should emphasize the rewarding and exciting nature of public service in an

effort to draw young people into the ranks of government workers, Supreme Court Justice Sandra Day O'Connor said on Monday.

O'Connor, who was being presented with the Elliot L. Richardson Prize for Excellence in Public Service, said civil servants today must persuade "young people that the individual can make a difference in this world of ours." The award was presented by the Council for Excellence in Government, a Washington-based nonprofit group dedicated to improving government performance.

"Teach the young," O'Connor said. "I think we have to tell them how satisfying it is to contribute something in the public sector." Full story: <http://www.govexec.com/dailyfed/0304/030804d1.htm>

### **TSP funds have strong February showing**

By Tanya N. Ballard

The Thrift Savings Plan funds saw another growth spurt in February, according to the latest numbers from the Federal Retirement Thrift Investment Board.

The I Fund grew the most last month, increasing by 2.22 percent. The I Fund, which invests in international stocks, has grown by nearly 53 percent in the past 12 months.

The S Fund, which invests in the stocks of small and mid-size companies, gained 1.78 percent in February 2004. The S Fund has grown by more than 58 percent since March 2003.

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### **On the Lighter Side**

#### **What "They" Said....**

Electric Light - "good enough for our transatlantic friends, but unworthy of the attention of practical or scientific men" British Parliament report on Edison's work, 1878.

The Telephone - "That's an amazing invention, but who would ever want to use one of them?" Pres. Rutherford Hayes, 1876

Television - "People will soon get tired of staring at a plywood box every night." Darryl F. Zanuck, head of Twentieth Century-Fox, 1946.

Computers - "There is no reason for any individual to have computer in their home." Ken Olson, Pres. of Digital Equipment Corp., 1977

Aviation - "The popular mind often pictures gigantic flying machines speeding across the Atlantic and carrying innumerable passengers...it seems safe to

say that such ideas are wholly visionary." Harvard astronomer Wm. Henry Pickering, 1908.

Nuclear energy - "Nuclear powered vacuum cleaners will probably be a reality within 10 years." vacuum cleaner manufacturer, Alex Lewyt, 1955.

Medicine - "The abdomen, the chest, and the brain will be forever shut from the intrusion of the wise and humane surgeon". leading British surgeon Sir John Erichsen, 1837.

### **Humor**

A young Harvard graduate goes into the *"Impossible,"* says the doctor. *"Show me."*

She takes her finger and pushes her elbow and screams in agony. She pushes her knee and screams, pushes her ankle and screams. Everywhere she touches makes her scream.

The doctor says, *"You're not really a Harvard graduate are you?"*

*"No,"* she says, *"I actually went to the University of Texas."*

*"I thought so,"* the doctor says. *"Your finger is broken."*

### **Hold The Presses!!**

You are invited to attend the Women's History Month Celebration featuring a program of Hope and Possibility! Our guest speaker will be Lt. Governor Mary Fallin with a special invocation given by Phoebe O'Dell, Chairman of the Iowa Tribe of Oklahoma, in her native tongue. Please find the time to support and attend this celebration. Remember, Federal Women's History Month is for everyone, not just the females.

Tuesday, March 23, 11:00 a.m. - 12:30 p.m.  
Mike Monroney Aeronautical Center  
Headquarters Auditorium

For more information contact Janice Kurak at 954-5550.

### **FY 2002-2004 GOKC Executive Board**

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## Women's History Month

*The  
Greater OKC Chapter of  
Federally Employed Women*

*Would like to invite you to the presentation of:  
"Kate's Pants"  
Thursday, March 25<sup>th</sup>, 2004 6:00 PM*

*FourPoints Hotel  
6300 Terminal Dr.  
Oklahoma City, OK 73159*



**"Kate's Pants"** is a delightful introduction to women's history. Through a magical book and the layering of clothes, audiences become acquainted with important women such as Amelia Bloomer, Elizabeth Cady Stanton, Sojourner Truth, and Mrs. Sydney Savory Buckman. Travel through time as dress reform is interwoven through the women's rights movement of the past 150 years.

Sandra Hansen, of Holland Michigan, has been performing since 1989 throughout the Midwest and across the country.

*Light refreshments will be served.  
RSVP by March 20<sup>th</sup>, 2004  
Al Miles 427-0588  
Linda Carlisle 954-6574*

