



The REGISTER

Selective Service System

THE REGISTER September - October 2009

United We Serve — NHQ Donates Food for Local Families

National Headquarters staff comes through again! This summer the 52 employees in Arlington, VA, participated in various programs in support of President Obama's nationwide service initiative, "United We Serve," from June 22 through September 11. According to the Corporation for National and Community Service, managing the public Web site, Serve.gov, "This initiative is the beginning of a sustained, collaborative, and focused effort to meet community needs and make service a way of life." The Corporation reports that more Americans are volunteering their time and service despite of the economic recession. Locally, children and families were in great need of donated food this summer. Charitable giving went down in 2008, but the number of volunteers went up by almost a million. "What we think this represents is a real indication of America's civic values – people want to volunteer, they want to help their neighbors," added Alan Solomont, a chairman of the board of the national service agency. The Washington metropolitan area's volunteer rate ranked ninth.



FEDS FEED FAMILIES — Non-perishable food items and hygiene products donated by Selective Service employees are collected and boxed for delivery to the Capital Area Food Bank.

and hygiene products. Happily, NHQ achieved nearly twice the goal! Congratulations on accepting and surpassing the challenge for the benefit of our neighbors.

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Specifically at Selective Service, General Counsel Rudy Sanchez volunteered to collect donated non-perishable food items and hygiene products from fellow NHQ employees as part of the "Feds Feed Families" program, a nationwide, government-wide effort, led by the Office of Personnel Management in partnership with the Chief Human Capital Officers Council. The goal was one million pounds of food this summer to be distributed throughout the DC area. The Selective Service target was 260 pounds of canned meats, vegetables, soups, fruit juices, grains, cereals, condiments,

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New Jersey State Director's Unique Entry into Selective Service

New Jersey State Director Colonel Fred Klepp (Ret.) had a unique entry into the world of Selective Service. After returning from service in Vietnam with the 82nd Airborne Military Police as a First Lieutenant in 1970, Klepp, an attorney by profession, was appointed as Assistant U.S. Attorney for New Jersey. Among the cases given to him to handle were the suspected violators of the Military Selective Service Act.

In doing research for these cases, he contacted former New Jersey State Director Colonel Ed Henderson (Ret.) and discussed the cases with him. In explaining agency procedures to Klepp, Henderson mentioned the New Jersey National Guard Detachment and the makeup of the officers in the Detachment. Not long after that, Klepp received a letter from the U.S. Army reminding him of his remaining Reserve military obligation. In deciding how he was going to fulfill this obligation, he remembered the conversation with Henderson and contacted him for details of how to become affiliated with the Detachment.

Later, in 1970, Klepp joined the Detachment as a Reserve Force Officer. The Detachment Commander at the time was Colonel Hervey Moore, a judge, and there were two other attorneys serving in the eight-person Detachment


at the time. After Moore retired, several Detachment Commanders followed, to include Colonel Michael Andrew.

After Andrew retired, the New Jersey National Guard chose Klepp to be the Detachment Commander and, as such, the Deputy State Director for Henderson.



Fred Klepp, New Jersey State Director

Henderson subsequently retired from the state director position and was replaced by Mr. John Coley who held the position until 2002. At that time, Klepp was nominated by New Jersey Governor McGreevey and appointed by the director of Selective Service to be the next state director.

Klepp owns his own law firm and specializes in criminal law and military criminal and administrative law. 

Michael Corbin is Region II Operations Manager

Mr. Michael Corbin was selected operations manager for Selective Service's Region II Headquarters in May 2009. He came to Selective Service System in February 2005 as a program analyst.

Corbin is an Army Officer retiree, having worked assignments in infantry, aviation, and operations, plans, and training. He has completed over 21 years of active duty military service, retiring with the rank of Lieutenant Colonel at Fort McPherson, GA. His military assignments have ranged from Infantry Platoon Leader in the 82nd Airborne Division to Aviation Officer for 3rd U.S.



Army Central Command, and Coalition/Joint Task Force (C/JTF) Kuwait. He has deployed numerous times to multiple locations including Korea, Panama, Egypt, and Kuwait. He is a graduate of various military training courses and schools, which include: Airborne, Ranger, Officer's Rotary-Wing Aviation, and the Command and General Staff Officer Course.

Corbin earned a bachelor of arts degree in political science in 1978, and a master of science degree in international studies in 1992. After retirement from military service, he served over three years as a public school teacher in Cherokee County, GA.

Corbin was born in Jackson County, FL, and now resides in Smyrna, GA. 

Human Capital Focus Groups Underway

The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals? (Selective Service score: 53%, Government-wide: 73.8%)

How satisfied are you with the policies and practices of your senior leaders? (Selective Service score: 20.9%, Government-wide: 42.3%)

How satisfied are you with your opportunity to get a better job in your organization? (Selective Service score: 18.6%, Government-wide: 39%)

These are just some of the questions asked in the Office of Personnel Management's human capital survey.

The Federal Human Capital Survey, as explained on OPM's Web site, "is a tool that measures employee's perceptions of whether, and to what extent, conditions characterizing successful organizations are present in their agencies. Survey results provide valuable insight into the challenges agency leaders face in ensuring the Federal Government has an effective civilian workforce and how well they are responding."

Selective Service and OPM conduct a human capital survey on alternate years. In 2008, statistics showed that 72 percent of Selective Service employees participated in the OPM-conducted human capital survey. And, the year before, when Selective Service conducted its own version of a human capital survey, the participation rate was 49 percent. In 2006, 66-percent participation of Selective Service employees was recorded for OPM's survey, and, in 2004, 58 percent. In 2005, 60-percent of the employees participated in the Selective Service-conducted survey.

The overall positive response rates have been showing a steady downward trend since 2004. It was noted that Selective Service's response is significantly lower than other smaller government agencies, ranking 30 of 32. The biggest drops are in topic areas of job satisfaction closely followed by training/learning, performance, leadership, work environment, and recruitment and development.

As a result of the latest Federal Human Capital Survey, OPM has tasked Selective Service to identify and address



FOCUS GROUP STEERING COMMITTEE — Chairman of the focus group steering committee Tracy Cotton (center), is flanked by two Selective Service employees assisting with the focus group effort: Pat Schuback (left) and Debora Pinkney.

ten questions in which Selective Service scored lowest when compared with the rest of government; the specific topics in which employee satisfaction decreased since the 2006 OPM-conducted survey, and those indices in which the agency scored lower than the rest of the government.

Three of the ten questions are listed at the beginning of this article, the remaining seven questions are listed here:

I am given a real opportunity to improve my skills in my organization. (Selective Service score: 40.9%, Government-wide: 64%)

I recommend my organization as a good place to work. (Selective Service score: 42.8%, Government-wide: 65.5%)

The skill level in my work unit has improved in the past year. (Selective Service score: 29%, Government-wide: 52.7%)

I have a high level of respect for my organization's senior leaders. (Selective Service score: 33.8%, Government-wide: 51.8%)

My organization's leaders maintain high standards of honesty and integrity. (Selective Service score: 28%, Government-wide: 49.5%)

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Focus Groups (Cont. from pg. 3)

How satisfied are you with the training you receive for your present job? (Selective Service score: 36.8%, Government-wide: 55.3%)

Considering everything, how satisfied are you with your organization? (Selective Service score: 38.1%, Government-wide: 57.5%)

In response, Selective Service is addressing each of these issues and preparing a report to OPM. Steps were taken to coordinate human capital focus groups to pinpoint areas Selective Service employees view as the agency's strengths and to identify behaviors viewed as limiting the agency's success. The focus groups consist of Selective Service employees who volunteered and are under the GS-14 grade level from National Headquarters and the Regions. A steering committee was established to develop the focus group questions; capture the group's responses, discussion issues, and solutions; and draft the focus group report for each focus group session.

According to Tracy Cotton, the facilitator of the focus groups and chair of the steering committee, the focus groups "... will also help identify and better understand areas of employee satisfaction and dissatisfaction. Additionally, the employee focus groups will help to provide a base from which planning, organizing and controlling for future organizational development can occur."

To date, focus groups met and held discussions on the following six topics:

- Leadership
- Supervision
- Performance
- Training/Learning
- Job Satisfaction
- Work Environment

In the second phase, the focus group steering committee will deliver a final report in a group setting to Selective Service leadership which includes the acting director, associate directors, region directors, and general counsel, no later than two weeks after the last focus group session. The final report will convey general attitudes and themes, discussion points, and potential solutions. The final report will not identify the originator of any specific response, nor will it include any discussion on topics not previously identified by the steering committee.

Although there are no predetermined outcomes for the focus group sessions, it is expected that the information gleaned from the sessions will be used in the development and redevelopment of the agency policies and programs. It is anticipated that this process will become a recurring event, one that continually helps to reshape and improve organizational culture and performance. SSS

United We Serve (Cont. from pg. 1)



For when I was hungry and you gave me something to eat ... I say to you, whatever you did for the least of my brothers, you did for me. SSS

~ Matthew 25

United We Serve
SERVE.GOV

NHQ DELIVERS — Rudy Sanchez (left) delivers National Headquarters' donations to the Capital Area Food Bank, July 31, 2009.


Job Fairs Draw Registration Awareness

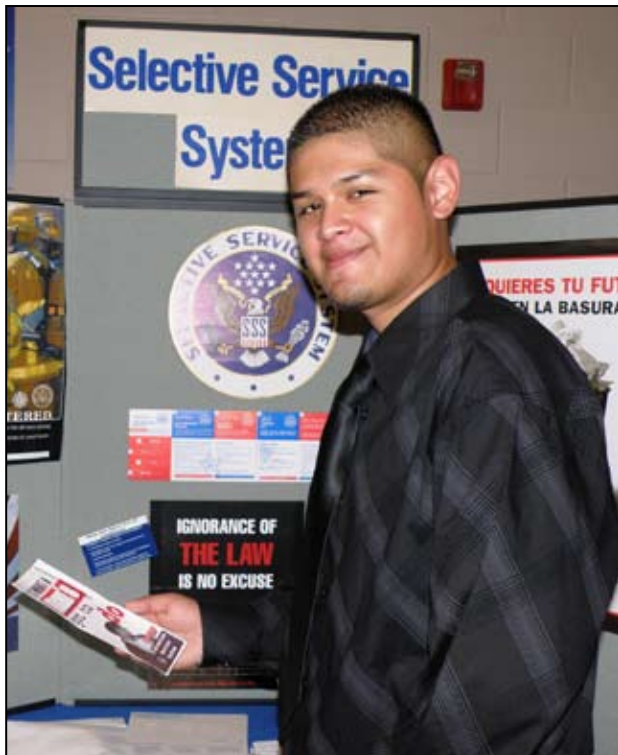
On July 29 - 30, 2009, three of the Region I Michigan 1-6 Detachment Reserve Force Officers participated in the Detroit Office of Personnel Management (OPM) Hiring Fair. This was an innovative approach where applicants for federal jobs were brought in to one location for multiple interviews for many positions in the area. OPM contacted Selective Service and asked the agency to participate in this event. They made the arrangements and provided a table for our personnel. OPM requested our attendance so that we would be able to register applicants who were not already in the system, retrieve registrant information for those applications which were missing the registration information, and to provide information about the registration process.

Lieutenant Colonel James Ramsey, Detachment Commander; and Captains Brian McDonald and Ceehl Phillips, all of MI 1-6, participated in the two-day event. They were able to provide the required information for the applicants, but more importantly they served as excellent representatives for the agency with their invaluable public relations abilities during conversations with the various




DETROIT JOB FAIR — Left to right: Lieutenant Colonel James Ramsey, U.S. Army Reserve, and Captain Brian McDonald, U.S. Air Force Reserve, staff the Selective Service registration table.

agencies and their personnel. The Detroit OPM Hiring Fair was a useful tool in promoting Selective Service and the requirement for registration. 



ROUND LAKE BEACH JOB EXPO — A young man picks up registration materials from Selective Service exhibit booth.


Region I staffed a table at the Round Lake Beach (Illinois) Civic Center Job Expo on August 13th. The Expo, a cooperative effort between the village, the Round Lake Area Chamber of Commerce, and the Illinois Department of Employment Security, attracted thirty local and national employers and hundreds of job seekers. In addition, classes in interviewing techniques and resume' writing were held at the site.

Local events and job fairs have been valuable venues at which to educate the public about Selective Service registration, and this was no exception. The Selective Service table had over a hundred visitors requesting information, and many more stopped by to pick up literature and handouts. 

New Officer / State Director Training Class of 2009 Graduates



Region I held a New Officer/State Director Training and Professional Development Class, June 11 – 13, at the region headquarters in North Chicago, IL.

One state director and 11 Reserve Force Officers attended. In addition to the Region I officers, who consisted of service members from Coast Guard Reserve, Air Force Reserve, Army National Guard, Navy Reserve, and Army Reserve, the session was also attended by Commander Blaize Duhe and Commander Joel Hulett of the Navy Reserve. 

NEW OFFICER /STATE DIRECTOR TRAINING GRADUATES: Front row, left to right – Chief Warrant Officer Three Paula Martinez, Major Marilyn Jones, Mr. Raymond Orrand, and Captain Jamin Foster; center: Captain Brian McDonald, Commander Linda Saleh, Lieutenant Colonel Bridgett Widdowson, and Lieutenant Graham McAllister; and back row: Chief Warrant Officer Three Mark Razny, Captain Chris Toti, First Lieutenant Walter Columna, and First Lieutenant Steve Grigsby.



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The Register welcomes any news of interest to the Selective Service System employees. Send article submissions to Editor, The Register, Selective Service System, National Headquarters, Arlington, VA 22209-2425.