

Headquarters Realignment

By Richard G. Thissen, National President

We recently completed a staff realignment at Headquarters. The changes largely were driven by the reduction in the number of National Officers from four to two, which was approved at the National Convention in Orlando last summer. Of necessity, this meant some adjustment of reporting lines. In addition, we added expertise in two key fields, marketing and state legislative advocacy.

As you can see on the organizational chart on page 2, we have realigned into two groups.

The first group is overseen by me as President.

In this group, you will find our Legislation, Federal Benefits Service, Editorial/Publications, and Human Resources Departments. Staff in these departments will continue to: lead our congressional advocacy and NARFE-PAC efforts; maintain liaison with the Office of Personnel Management and help members with their benefits questions; and produce our *narfe* magazine, the *Insider*, *NARFE NewsWatch*, and other brochures and forms.

Also in this group, our newly renamed Marketing Department has added two deputy director positions: Membership Marketing and Business Development. This will help us as we continue to apply sophisticated membership marketing techniques and pursue new non-dues revenue opportunities.

In addition, as has been announced in *narfe* magazine, we have added a senior analyst position, reporting directly to me, to focus exclusively on state legislative issues. Christopher Farrell, our long-time legislative representative, has assumed this title and new role.

The second group is overseen by Jon Dowie as Secretary/Treasurer.

In this group are the following activities, including all of the functions that involve maintaining our critical membership records and database:

- Federation and Chapter Services – where officers can get assistance in opening and closing chapters, and where officer-position information resides.
- Member Records – where staff help NARFE members keep their individual membership information current (including changes of address).
- Information Technology – where officers can obtain such things as web hosting service for their chapters and help in using the Online Activities Module. This department also is in charge of the NARFE website and the oversight of our membership database.
- Budget and Finance – which receives all monies and disburses same.
- Support Services – our building maintenance, mail center, reception and printing functions.

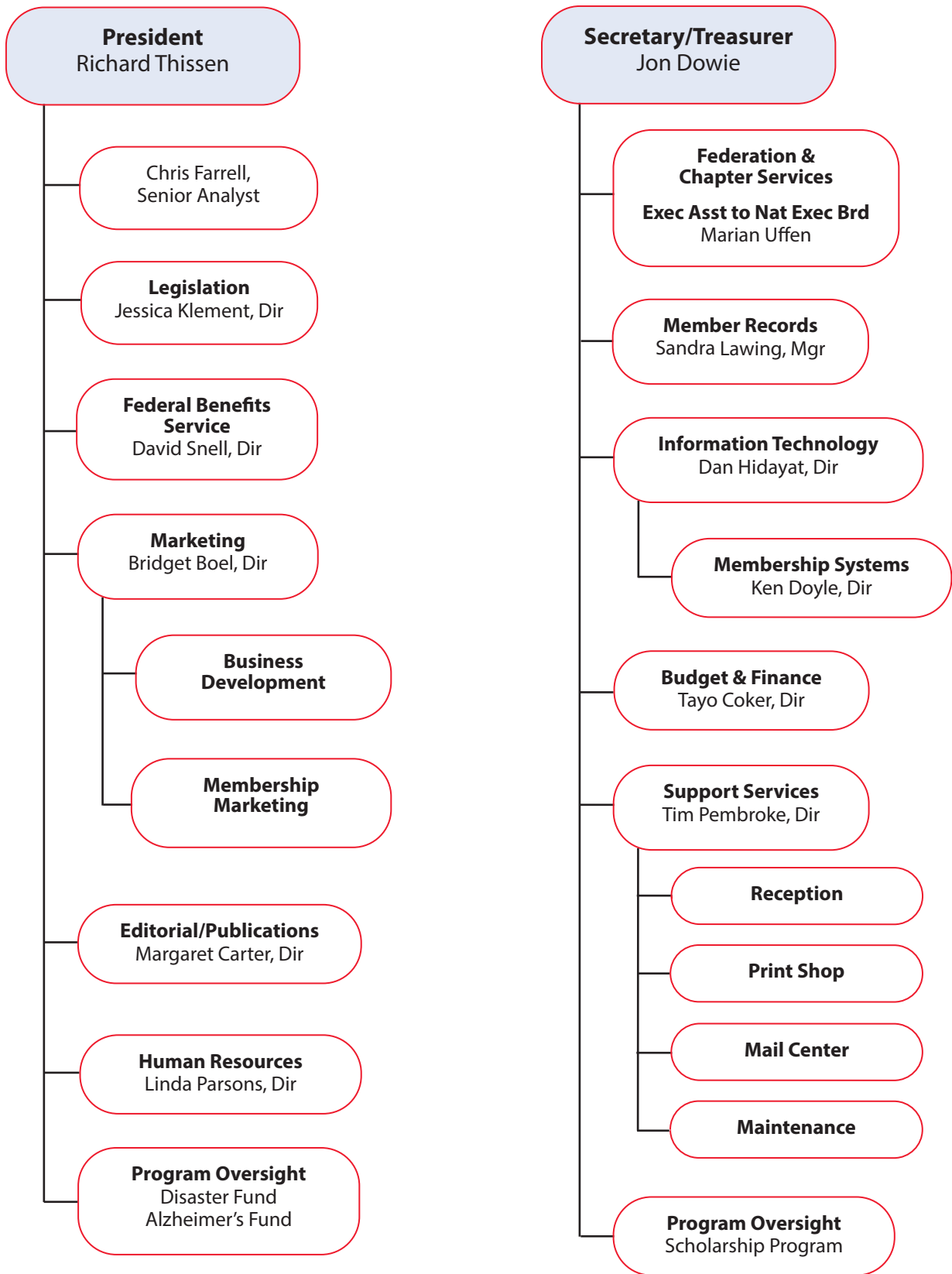
We are confident that this structure will allow us to work efficiently and effectively for you at Headquarters. Of course, our federation presidents and regional vice presidents (RVPs) are also available and ready to help you with your questions and concerns. (We list the names and contact information of the RVPs on the second page of every issue of *narfe* magazine.) Please continue to call upon their knowledge. ●

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NARFE Headquarters

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NARFE Scholarship Program to Begin Accepting Applications for 2015 Awards

The 2015 NARFE Scholarship Program, open to children, grandchildren and great grandchildren of NARFE members, will run February 1 through April 24. Applicants must be high school seniors planning to attend their first year of an accredited college toward a degree in the fall/winter of 2015. A copy of the official application will appear in the February and March issues of *narfe* magazine and can be obtained from the NARFE website as of February 1 by clicking on the Scholarship Program graphic in the rotating display on the home page. Click here <http://www.narfe.org/pdf/F-105.pdf> for the F-105 brochure "A Guide to NARFE's Annual Scholarship Awards Program." Sixty \$1,000 scholarships will be awarded to winners of this year's scholarship competition. Winners will be notified in August.

The NARFE Scholarship Program relies on the generosity of donors. To make a tax-deductible contribution, checks must be made payable to: NARFE-FEEA Scholarship Fund and mailed to NARFE Scholarship Awards, c/o FEEA, Suite 300, 3333 S. Wadsworth Blvd., Lakewood, CO 80227. You also can use the donation coupon that appears every month in *narfe* magazine. For additional information, contact scholarship@narfe.org. ●

Calling All Shutterbugs!



Entries for next year's NARFE Photo Contest Calendar must be in by February 15, 2015. All NARFE members (except those who work as professional photographers) are eligible to participate, whether or not they have already had a photo appear in past calendars. To view contest guidelines and entry rules on the NARFE website, go to www.narfe.org, log in as a member, then click on the Photo Contest graphic. If you need additional information, please email pubrel@narfe.org.

Be on the Lookout for Your 1099-R

Distributions from annuities, individual retirement accounts, retirement plans and/or pensions are reported to the IRS by plan custodians. The Office of Personnel Management, the plan custodian for federal annuities, will send the 2014 1099-R forms for retirees and survivors in time to be received in the mail by January 30. In some cases, the individual needs to attach a copy of Form 1099-R to his or her tax return. Those retirees who have signed up for services online also will be able to view and print their 1099-R forms for 2014 by January 31. ●

New NARFE eChapter President Meets with National Officers at Headquarters

D. Thomas Longo, Jr., (left) the new president of eNARFE Chapter 2363, visited Headquarters on November 20 and 21, 2014, and met with National President Richard G. Thissen (center), National Secretary/Treasurer Jon Dowie (right), managers and staff. Longo, of Lawrenceburg, IN, took office on November 1, 2014. He succeeds David Snell, NARFE's director of Federal Benefits Service, who had led Chapter 2363 since its founding in March 2011. Longo was a career Foreign Service officer with the U.S. Department of State, from which he retired in 1993. Other newly elected eNARFE officers include Vice President Rodney Todt of Wesley Chapel, FL, and Secretary-Treasurer Sandra Threadcraft of Decatur, GA.





Preserving NARFE's History

U.S. Rep. Derek Kilmer, D-WA, (left) presents Don Palmer of Bremerton Chapter 181 with a certificate of appreciation signed by NARFE Region IX Vice President Lanny Ross. Palmer had a rare copy of a video on the 75th anniversary of NARFE's founding, which he gave to his chapter president and regional vice president. To view it, go to www.narfe.org, log in, click on the "Officer Resources" heading, scroll down to "Resource Library" and click on the link for "History of NARFE" video.



Legislative Update

Sarah Weissmann, Grass-Roots Program Manager

Register Now for the Legislative Training Conference

With the Tuesday, February 3, registration and room reservation deadline approaching, time is running out to sign up for the 2015 NARFE Legislative Training Conference. The biennial conference offers an excellent opportunity to gain hands-on training, learn about NARFE's issues on Capitol Hill, hear from national experts and network with other NARFE legislative leaders. The three-day conference culminates in an advocacy day on Capitol Hill, where you will have the opportunity to take NARFE's message directly to legislators and their top aides.

The conference will be held Saturday, March 14, through Tuesday, March 17. Once again, we will be at the Arlington Renaissance Capital View Hotel in Arlington, VA.

The \$175 registration includes six full meals, transportation to and from Capitol Hill, and all of your materials, including resources for meetings on Capitol Hill. NARFE has also negotiated a reduced rate of \$175/night (plus taxes) at the hotel. This rate is good three days before and three days after the conference dates should you wish to extend your stay in the nation's capital. Federations are encouraged to use their "Ten Percent Funds" to help defray costs.

Training this year will include grass-roots organizing at the local level, planning for after the conference, detailed NARFE-PAC training for chapter and federation leadership, and how to work with congressional offices that do not readily support NARFE. New this year, first-time participants will have the opportunity to participate in an orientation session. Also new, participants will have an opportunity to ask NARFE legislative staff questions one-on-one during a closing reception prior to their departure for the Hill.

More information on the conference and hotel is available at www.narfe.org/legislation. You can make your hotel reservations online or by calling 1-800-HOTELS-1 and stating that you are with NARFE. You also can register for the conference [online](#).

Questions about the Legislative Training Conference can be directed to Sarah Weissmann at sweissmann@narfe.org or by calling 703-838-7760, ext. 263.



NARFE 2015
LEGISLATIVE
TRAINING CONFERENCE

Accomplishments From the 113th Congress

The 113th Congress (2013 – 2014) came to a close in December, and NARFE took a moment to reflect on the past two years. During this period, the federal community continued to face unprecedented assaults and, accordingly, the majority of NARFE's legislative focus was on defeating misguided proposals attacking federal employees. In the past two years, NARFE:

- Successfully opposed a switch to the Chained CPI to calculate annual cost-of-living adjustments, as proposed in the President's fiscal year 2014 budget.
- Prevented the passage of legislation that would have increased retirement contributions for current employees. NARFE's work on this issue garnered it one of the "[Top 10 Lobbying Victories in 2013](#)," as compiled by *The Hill* newspaper.

NARFE also was able to proactively work with members of Congress to introduce and pass some positive legislation for federal employees, annuitants and their families:

- NARFE was instrumental in getting a five-year extension of the reemployed annuitant waiver authority in the National Defense Authorization Act.
- The Association successfully supported the addition of self plus one coverage to the Federal Employee Health Benefits Program (FEHBP). This new benefit will be available during the 2015 Open Season for plan years beginning in January 2016.
- NARFE worked to end the three-year federal employee pay freeze. Employees received a 1 percent raise in 2014 and 2015.
- Following the October 2013 government shutdown, NARFE worked with legislators to provide back pay for the furloughed federal employees. In a rare act of solidarity, the House voted unanimously to provide the back pay.

114th Congress Convenes

On Tuesday, January 6, the 114th Congress gavelled in the first session of the new Congress. Republicans took control of the Senate as an outcome of the November elections and gained more seats in the House. Meanwhile, President Obama enters the last two years of his presidency.

New Committee Chairs

In the House and Senate, new leadership for NARFE's committees of jurisdiction have left many throughout the federal community wondering how our issues will be handled in the new Congress. The House Oversight and Government Reform Committee, which has primary jurisdiction over federal workforce and benefits, now will be chaired by Rep. Jason Chaffetz, R-UT. Rep. Elijah E. Cummings, D-MD, will continue as the ranking Democrat on the committee. The House Budget Committee is now chaired by Rep. Tom Price, R-GA, and the ranking Democrat is Rep. Chris Van Hollen, D-MD. The House Ways and Means Committee, which has jurisdiction over Medicare, Social Security and taxes, is chaired by Rep. Paul D. Ryan, R-WI, and the ranking Democrat is Rep. Sander M. Levin, D-MI.

On the Senate side, Republicans – having taken control of the chamber – will now chair the committees. NARFE's committee of jurisdiction – the Senate Homeland Security and Governmental Affairs Committee – is chaired by Sen. Ron Johnson, R-WI. The previous chair, Sen. Thomas R. Carper, D-DE, will now be the ranking Democrat. The Senate Budget Committee will be led by Sen. Michael B. Enzi, R-WY, and Sen. Bernard Sanders, I-VT. The Senate Finance Committee, which oversees Medicare, Social Security and taxes, will be chaired by Sen. Orrin G. Hatch, R-UT, and Sen. Ron Wyden, D-OR, will be the ranking Democrat.

Rep. Chaffetz and Sen. Johnson have both said that the goals for their respective committees are to find ways for the government to operate more efficiently and to save money by preventing waste, fraud and abuse.

Budget Battle

NARFE anticipates that the fight over the fiscal year (FY) 2016 budget could include policies negatively impacting federal employees. In an effort to reduce the government's costs, members of Congress could attempt to make changes to the earned pay and benefits of federal employees, retirees and their families. In addition to the usual budget fights, the country will be entering the fourth year of the 10-year budget sequestration plan.

Some legislative proposals that could be debated in the year ahead include:

- Changes to the Federal Employees Health Benefits Program;
- Increasing retirement contributions for all active employees, not just new hires;
- Using the high-five years of salary instead of the high-three to determine annuities;
- Eliminating the Federal Employees Retirement System annuity supplement;
- Imposing pay freezes; and
- Making arbitrary workforce reductions.

The budget debate will begin in earnest on February 2, when the president is due to release his FY16 budget proposal. The House and Senate will release their budgets in mid-March. The budget and appropriations debate will continue throughout the spring and summer.

Throughout the debate and budget process, NARFE will continue to update our leaders and members on Capitol Hill activity.



State Legislative Advocacy

By Chris Farrell, Senior Analyst

New Mandate

By now, you have read that President Thissen has moved me from national to state legislative advocacy. Some NARFE state federations have made real progress on bread-and-butter issues, such as state tax treatment of federal retirement income. NARFE officers and activists – volunteers all – accomplished this by persistent, multi-session meetings with state legislators and legislative leaders, including [governors](#).

Federation presidents and most of the 35 federation state legislative chairs participated in a December conference call to discuss best practices, [coalitions](#) and coalition building, and other tools and tactics of state advocacy. Now, with almost all [legislatures in session](#), is the ideal time to work with fellow NARFE activists to get to know and be known by your [state legislators](#). There are approximately 7,833 of these elected officials throughout the nation, almost all of whom must enact a balanced budget each year. The state-by-state listing on page 7 shows the partisan composition of each of the 98 partisan legislative chambers and the 50 governorships. In the November 4, 2014, elections, Republicans won seats in the [upper](#) and [lower](#) chambers of the U.S. Congress and gained some 300 seats in state legislatures. Republican gains in the House and state legislatures provided the GOP with its highest totals since 1928. ([Click here](#) for a gateway to the before-and-after counts in each state.) Republicans also netted four governorships.

The chamber in which the most seats changed parties – the 400-member New Hampshire House of Represent-

What You Can Do

While some chapters have appointed a legislative officer to take the lead in obtaining and sharing information and working with the state federation legislative chair, it is incumbent upon *all* chapters to do this. When properly coded with an email address in the NARFE database, Headquarters can share important information and coordinate action among and between chapters. If you are willing to be a part of the state legislative advocacy network, contact one of your chapter officers or your federation [president](#).

For more information about state legislative advocacy in general or those already in your state, contact Chris Farrell at cfarrell@narfe.org or phone 571-483-1265 (direct).

2014 State and Legislative Partisan Composition

(As of Nov. 10, 2014-10 a.m. MT)

STATE	Total Seats	Total Senate	Senate Dem.	Senate Rep.	Senate other	Total House	House Dem.	House Rep.	House other	Legis. Control	Gov. Party	State Control
Alabama	140	35	8	26	1	105	33	72		Rep	Rep	Rep
Alaska	60	20	6	14		40	16	23	1	Rep		
Arizona	90	30	11	17	2u	60	22	38		Rep	Rep	Rep
Arkansas	135	35	11	24		100	36	64		Rep	Rep	Rep
California	120	40	25	14	1v	80	52	28		Dem	Dem	Dem
Colorado	100	35	16	18	1u	65	33	32		Split	Dem	Divided
Connecticut	187	36	21	15		151	87	64		Dem	Dem	Dem
Delaware	62	21	12	9		41	25	16		Dem	Dem	Dem
Florida	160	40	14	26		120	37	82	1v	Rep	Rep	Rep
Georgia	236	56	18	38		180	59	120	1	Rep	Rep	Rep
Hawaii	76	25	24	1		51	43	8		Dem	Dem	Dem
Idaho	105	35	7	28		70	14	56		Rep	Rep	Rep
Illinois	177	59	39	20		118	71	47		Dem	Rep	Divided
Indiana	150	50	10	40		100	30	70		Rep	Rep	Rep
Iowa	150	50	26	24		100	43	57		Split	Rep	Divided
Kansas	165	40	8	32		125	27	98		Rep	Rep	Rep
Kentucky	138	38	12	26		100	53	46	1u	Split	Dem	Divided
Louisiana	144	39	13	26		105	44	59	2	Rep	Rep	Rep
Maine	186	35	15	20		151	79	68	4	Split	Rep	Divided
Maryland	188	47	32	14	1u	141	90	51		Dem	Rep	Divided
Massachusetts	200	40	34	6		160	125	34	1u	Dem	Rep	Divided
Michigan	148	38	11	27		110	47	60	3u	Rep	Rep	Rep
Minnesota	201	67	39	28		134	62	72		Split	Dem	Divided
Mississippi	174	52	20	31	1v	122	56	66		Rep	Rep	Rep
Missouri	197	34	9	25		163	45	117	1u	Rep	Dem	Divided
Montana	150	50	20	29	1u	100	41	59		Rep	Dem	Divided
Nebraska	49	49			49	Unicameral				N/A	Rep	N/A
Nevada	63	21	10	11		42	15	27		Rep	Rep	Rep
New Hampshire	424	24	10	14		400	158	238	1,3u	Rep	Dem	Divided
New Jersey	120	40	24	16		80	48	32		Dem	Rep	Divided
New Mexico	112	42	25	17		70	33	37		Split	Rep	Divided
New York	213	63	31	32		150	106	44		Split	Dem	Divided
North Carolina	170	50	16	34		120	46	74		Rep	Rep	Rep
North Dakota	141	47	16	31		94	23	71		Rep	Rep	Rep
Ohio	132	33	10	23		99	34	65		Rep	Rep	Rep
Oklahoma	149	48	8	40		101	29	72		Rep	Rep	Rep
Oregon	90	30	17	12	1u	60	35	25		Dem	Dem	Dem
Pennsylvania	253	50	20	30		203	84	119		Rep	Dem	Divided
Rhode Island	113	38	32	5	1	75	63	11	1	Dem	Dem	Dem
South Carolina	170	46	18	28		124	46	78		Rep	Rep	Rep
South Dakota	105	35	8	27		70	12	58		Rep	Rep	Rep
Tennessee	132	33	6	27		99	26	73		Rep	Rep	Rep
Texas	181	31	11	20		150	52	98		Rep	Rep	Rep
Utah	104	29	4	23	2v	75	15	60		Rep	Rep	Rep
Vermont	180	30	20	9	1	150	85	53	12	Dem	Dem	Dem
Virginia	140	40	19	21		100	32	67	1v	Rep	Dem	Divided
Washington	147	49	24	25		98	50	43	5u	Split	Dem	Divided
West Virginia	134	34	16	18		100	33	62	5u	Rep	Dem	Divided
Wisconsin	132	33	14	19		99	36	61	2u	Rep	Rep	Rep
Wyoming	90	30	4	26		60	9	51		Rep	Rep	Rep
Total States	7383	1972	824	1086	52, 8u 4v	5411	2340	3026	22,21u 2v	30R,11D 8S, 1NA	31R 18D,1U	23R,7D 18D,1NA
U.S. Territories	Total Seats	Total Senate	Senate Dem.	Senate Rep.	Senate other	Total House	House Dem.	House Rep.	House other	Legis. Control	Gov. Party	Territory Control
American Samoa	39	18	Non-partisan			21	Non-partisan			N/A	Ind	N/A
District of Columbia	13	13	11	0	2	Unicameral				Dem	N/A	N/A
Guam	15	15	9	6		Unicameral				Dem		Divided
Mariana Islands	29	9	1C	5	3	20	4C	5	11	Split		Divided
Puerto Rico	78	27	18PDP	8NPP	1	51	28PDP	23NPP	0	PDP	PDP	PDP
Virgin Islands	15	15	Unicameral			Unicameral				N/A		N/A

National Conference of State Legislatures (Abbreviations: vacancy, undecided, recall, Covenant Party, Popular Democratic Party)

* Note: There are still several seats too close to call.

tatives – has 66 more Republicans after the election, for a total of 238. This alteration of party control means NARFE member [Stephen Shurtleff](#) moves from majority to minority leader. NARFE members in other states also serve in legislatures.

State legislatures vary. No two are alike. The political culture of each state is unique; there are no one-size-fits-all magic bullets to successfully impact them. However, each legislature provides bill and session information to its citizens and voters via their [websites](#). In fact, [state government websites](#) compete with each other to be the most user-friendly and comprehensive.

A growing number of NARFE federations are covering state legislative advocacy on their websites. The Virginia Federation of Chapters (VFC) posts the December [newsletter](#) and makes the NARFE VFC 2015 State Legislative Plan readily available from the [home page](#). The Maryland Federation's Maryland State Legislative Committee posts its [2014 Maryland Legislative Pamphlet](#) online.

Last but not least, NARFE's [Legislative Action Center \(LAC\)](#) now enables any user to easily find their elected officials. NARFE's LAC is a work in progress but already includes state elected officials – your governor, lieutenant governor, attorney general and state legislators. The gateway to the LAC is <http://cqrcengage.com/narfe/home>. Use the “Find your elected officials” box in the lower right corner to insert your ZIP code or ZIP+4. Below the picture of each elected official there will be a link to biographical and contact information. Please share this exciting development with other members in your chapter and federation. ●



NARFE in the News

Over the past few years, NARFE has enhanced its media outreach and, as a result, has seen an increase in media presence at both the national and local levels. These results grew from efforts to increase awareness of the contributions of federal employees to our nation, refute inaccurate perceptions about federal pay and benefits, and voice our opposition to proposals to cut the benefits of active and retired federal employees. Each issue of the quarterly *NARFE Insider* will feature a selection of summaries of major media coverage, as well as local news coverage generated by chapters and federations.

National Coverage

- In a December 30 interview on Federal News Radio, NARFE Legislative Director Jessica Klement was asked by “In Depth” Producer Nicole Ogrysko, who was sitting in for host Francis Rose, about budget initiatives in the new Congress and its leadership’s approach to legislating and the federal workforce. Klement mentioned a new government efficiency initiative spearheaded by House Majority Leader Kevin McCarthy, R-CA, who in October of last year issued a memo to the House Republican Caucus asking for proposals on how to improve government efficiency. In it he gave examples, which Klement said were “definitely pulled from the headlines, which don’t tell the whole story. What I’ve seen in the past two years is what I call ‘Legislation by Tweet.’ If it doesn’t fit in 120 characters, Congress isn’t willing to take it on. If it gets into the nitty gritty, the non-glamorous side of legislation, it’s not important to this Congress. That’s the message [the Hill] has been sending to the American people.” The McCarthy memo, Klement noted, “could be the jumping-off point for serious government reform” or a way to look at cuts that won’t really lead to government efficiency. If you do serious civil service reform, noted Klement, it’s undoubtedly going to cost money and take time.

Klement makes the case that budget-cutting ultimately undermines government efficiency. She gave as an example of such a “self-fulfilling prophesy,” when the House cut funding for a division of the Internal Revenue Service (IRS) by 97 percent following the agency’s alleged targeting of a conservative group and its not-for-profit status. “You have a situation where employees are doing a new job, so they need to be trained to handle new cases ... and these employees [at the IRS] weren’t trained to handle these types of submissions.” Headline-grabbing improprieties have prompted Congress to curtail on-

the-job protections as well as funding. “At the Veterans Administration (VA), the senior executives were certainly blamed for what went wrong there,” said Klement. In response to the controversy, “Congress passed a bill that all but takes away any merit system protection, any due process for senior executives. Who’s to say that next time some federal agency has a scandal the senior executives won’t be targeted? What happened at the VA is a very, very slippery slope for the rest of the entire federal workforce.”

- In a December 12 piece on federalnewsradio.com, Jason Miller reported on the December 10 testimony of Office of Personnel Management (OPM) officials and NARFE National President Richard G. Thissen before members of the House Oversight and Government Reform Subcommittee on the Federal Workforce, the U.S. Postal Service and the Census. Central to the hearing was OPM’s efforts to reduce the backlog of retirement claims by transitioning from a mainframe IT environment to a fully automated case management system by late summer 2015. Miller cited Thissen’s remark that the \$2.6 million OPM received for the acquisition of the software came from the Civil Service Retirement and Disability Trust Fund and not the general fund. Thissen said he would like to see OPM provide additional details on how that money has been spent. Later in the hearing, Thissen praised OPM on the progress it has made in reducing the number of outstanding claims but criticized the unacceptably high error rate found in agency retirement submissions.
- On December 2, President Obama signed into law the National Defense Authorization Act (NDAA) for FY15. The legislation extends the authority of agencies, for another five years, to rehire federal retirees without an offset between their salaries and their retirement annuities. The *Federal Times* and the *European News* (www.easybranches.com) quoted NARFE National President Richard G. Thissen as he urged passage of the measure and praised the provision for helping to retain experienced workers: “Over the last five years, this authority has proved important for the successful recruitment, retention and mentorship of our federal civil servants,” said Thissen. “This is especially important now, as agencies balance workloads amid an ongoing retirement wave and sequestration-level funding.”
- NARFE National President Richard G. Thissen weighed in on the shortcomings of the two leading Consumer Price Index (CPI) models in Mike Causey’s December 1 “Federal Report.” “Neither the Chained CPI nor the current CPI-W accurately reflects changes in consumer prices experienced by the seniors who rely on the measures to adjust their incomes appropriately,” said Thissen. “Notably, while health care accounts for about 12 percent of spending for those 62 or older, it accounts for only 5 percent of spending for the general population. Health care costs are rising faster than other goods – this year, health care inflation was 3.2 percent for federal employees and retirees while the CPI-W indicated the average price of consumer goods increased 1.7 percent. ... The bottom line is that the Chained CPI is not a more accurate measure of inflation for our nation’s seniors, veterans, disabled and most vulnerable.”
- NARFE National President Richard G. Thissen is quoted in a November 25 *Washington Post* “Federal Eye” column on a mid-November Congressional Budget Office’s report listing ways in which the federal government could trim more than \$100 billion in its deficits over the next decade. Many of these measures would negatively impact active and retired federal employees and would not consider the disproportionately high percentage of income that retirees spend on health care costs. “Inflation protection is a vital part of any federal benefits program, and NARFE welcomes a discussion surrounding the adequacy of the current measure,” Thissen said. “However, having this discussion within the context of deficit reduction strategies clouds the debate regarding the role inflation plays in the lives of our nation’s seniors, veterans and the disabled.”
- NARFE Legislative Director Jessica Klement is one of several experts quoted on phased retirement in the [November 14 issue of Money magazine](#) in an article by Chris Farrell, a senior economics contributor for American Public Media Marketplace. Titled “Why Phased Retirement May Become the Hottest

Boomer Benefit,” the article quotes Klement, who says: “Phased retirement allows you to dip your toes into the shallow end of the retirement pool. ... You get to test it [retirement] out.” Farrell writes that the Departments of Defense and Energy are expected to let their employees apply for the program in early 2015. Klement is quoted: “Everyone is really excited about this, but we’re waiting for it to get off the ground.”

- In the November 6 “Federal Eye” column of *The Washington Post*, NARFE Legislative Director Jessica Klement is quoted on the uneven roll-out of phased retirement. NARFE had sent an e-mail to more than 100 members who had expressed a particular interest in phased retirement, asking what they have been told. None replied that the option will be available to them anytime soon, she said. “It’s either ‘I’ve heard nothing’ or ‘not for a while,’” Klement said. “A common theme is ‘I’m no longer going to wait. I’m going to make my own retirement plans.’ This option has been eagerly anticipated by a portion of the federal workforce, but now they’re fed up and making their plans independent of phased retirement.”
- In a November 3 “The Fed Page” column – titled “Federal unions pushing mostly Democratic candidates, but also some Republicans” – in *The Washington Post*, Joe Davidson referenced NARFE-PAC and quoted Legislative Director Jessica Klement: “Like other PACs related to federal employees, the one affiliated with NARFE, which is not a union, primarily supports Democrats, yet it donated equally to the Republican and Democratic senatorial and congressional committees.”

“NARFE-PAC’s support for the party committees provides opportunities through the leadership in each respective body to participate in a number of group activities without judgment on the voting record of any individual member,” Jessica Klement, NARFE’s legislative director, said by e-mail. “Since it is the leadership who sets the agenda in each house of Congress, it is important that our voice is heard in the formulation of that agenda ...”.

“When it comes to the support for individual candidates, NARFE employs a process, which evaluates the voting record of a sitting member, the response of candidates to our candidate questionnaire, the input of local constituent NARFE members, and our reasoned assessment of the viability of the individual race,” Klement said. “The bottom line is that we support members and candidates who support our agenda.”

Local Coverage

- The December 3 issue of *The Tribune* in Detroit Lake, MN, and the *Mahnomen Pioneer* on December 4, ran short articles on Cody Olson, who was one of five Region V NARFE scholarship recipients. Cody Olson is the grandson of Chapter 1842 member Delores Olson. His winning essay was titled “Civil Service Awareness – Brand Recognition.”
- On November 10, the *San Antonio Express-News* “mysanantonio.com” reported that during their October meeting, members of NARFE Chapter 1594 honored Abel Hernandez, a colleague who had served in Vietnam. Hernandez joined the San Antonio Alamo Wing reserves at the age of 17. In January 1955, he was activated as Air Police and assigned to Forbes AFB in Topeka, KS. He later served in Spain and Massachusetts before he was deployed in 1965 to Vietnam. Following his military service, he worked at Kelly AFB, then moved to Wright-Patterson AFB. He later returned to Kelly AFB, where he retired in September 2000 with 34 years of combined federal service.
- The *Hawaii Tribune Herald* on November 8 reminded readers that help was available from the NARFE-FEEA Disaster Fund for NARFE members who suffered a loss because of recent hurricanes, tropical storms or the lava flow from the Kilauea volcano. They can contact rmartillaro@feea.org or call 800-338-0755 for more information or to apply for assistance. ●

Passages



Harold "Hal" Price – former National President (1991-92), National Vice President and Region IX Field Vice President – passed away October 18, 2014, following complications from a stroke. A resident of Glacier, MT, Price spent much of his career in Japan where he was a superintendent of the military base in Okinawa and later the director of an educational center for the Air Force there, and then a high school coordinator in Tokyo before he retired in 1979. Price was a decorated pilot in the Army Air Corps during World War II.

Ann S. Murray, a past president of the Florida Federation from 1999 to 2001, died on November 11, 2014, at the age of 88. She was a resident of Delray Beach, FL, and a member of Chapter 1088, for which she had served as the membership chair, newsletter editor and president. She was named the NARFE Florida Federation Woman of the Year in 2003 and received an award for distinguished service in 2010. Donations in her memory may be made to Justin Bartlett Animal Rescue, P.O. Box 210572 in Royal Palm Beach, FL 33421.

Jerome Stone, the founding president and honorary chair of the Alzheimer's Association, passed away in Chicago, IL, on January 1 at the age of 101. Stone was a longtime board member, volunteer, advocate and a philanthropist who established the Alzheimer's Association in 1979. His wife, Evelyn, was diagnosed with Alzheimer's Disease in 1970, which prompted Stone to found the organization. In 1990, he established the Zenith Society, the Alzheimer's Association's highest and most involved level of philanthropy, of which NARFE is a corporate member.

NARFE National Executive Board Meeting Minutes

Tuesday, November 11, 2014, NARFE Headquarters, Alexandria, VA

Call to Order

Moment of Silence

Pledge of Allegiance

Roll Call

Presentation of the Agenda

Present:

National Officers

President Richard G. Thissen
Secretary/Treasurer Jon Dowie

Regional Vice Presidents

Region I James P. Crawford
Region II Evelyn Kirby
Region III Jerry Janci
Region IV Edward J. Konys
Region V Carol R. Ek
Region VI Marshall L. Richards

Region VII Rodney L. Adelman

Region VIII Helen L. Zajac

Region IX Lanny G. Ross

Region X William Shackelford

Staff

NEB Executive Assistant Marian Uffen
Human Resources Director Linda Parsons
NARFE Parliamentarian Paul Lamb
Director of Budget & Finance Tayo Coker

Guests

DC Federation President Linwood Watson
DC Federation Secretary Jacquelyn Lowe
Chapter President 2052 Bernice Oden
MD Federation President Dan McGrath
Lea Zajac
Gina Adelman
Linda Richards
Margaret Janci

National President (NP) Thissen called the meeting to order and introduced senior staff members Linda Parsons, HR director; Tayo Coker, director of budget & finance; Jessica Klement, director of legislation; Bridget Boel, director of marketing; Ken Doyle, director of membership systems; and Dan Hidayat, director of IT; and the visiting guests.

NP Thissen stated that Thomas Longo, president of e-Chapter 2363, will be meeting with him on November 20 and 21, 2014, at NARFE Headquarters (HQ). NP Thissen told the Board what he expects of them, that there will be a recap at the end of each day as to what was agreed on that day so there won't be any misunderstandings, and that he will try to keep "open" meetings.

He then asked the Board members to introduce themselves and state what type of service they did for the government. Region X, Bill Shackelford, spent 35 years with the FBI and stated that he hopes everyone keeps open mind; Region V, Carol Ek, a veteran of the Department of Agriculture Agricultural Stabilization and Conservation Service, doesn't think we should do away with federations; Region VII, Rodney Adelman, worked with various agencies — including the Departments of Justice, Energy, Labor and Interior — supports change; Region IV, Ed Konys, worked with Air Force materiel command (DOD), supports change; Region VI Marshall Richards, a career postmaster with U.S. Postal Service (USPS), supports change; Region I, Jim Crawford, formerly with the Army Corps of Engineers, feels the field needs to do more; Region II, Evelyn Kirby, who worked with various agencies in the Washington, DC, area, supports moving forward, agrees with Future of NARFE Committee recommendations and supports change; Region III, Jerry Janci, who spent his career with USPS, thinks we need to look at everything and try to improve federations; Region IX, Lanny Ross, retired from the Department of Defense at the Bremerton Naval Shipyard, supports change and the board working together; Region VIII, Helen Zajac, retired from the Department of Defense, stated that the board must work together and have one voice and work with the membership. Parliamentarian Paul Lamb, retired from the Department of Defense; and National Secretary/Treasurer (NS/T) Jon Dowie — formerly of Arthur Andersen & Co. and retired Navy Special Operations — supports change.

NS/T Dowie addressed the policy book and changes (i.e., going from four to two National Officers and the title change from National Secretary to National Secretary/Treasurer). He advocated a change to policy #310; to have any remaining funds from chapter closings go directly to HQ; and if funds are transferred to fellow members, there should at least be a minimal amount remaining that gets sent directly to HQ.

Following a discussion, two **motions** were presented:

Motion #01-11-14. SUBJECT: Closing Chapter – Closing Financial Records. Motion (as amended) made by NS/T Dowie and seconded by RVP Adelman "to amend language in Policy 310 to send remaining funds to Headquarters." The vote to amend the language of Policy #310 received 10 Yeas, the **motion** passed.

Amendment to Motion #01-11-14 made by RVP Kirby and seconded by RVP Crawford to remove the language "for use in marketing." With a vote of nine Yeas and one Nay, the **amendment** passed.

Motion #02-11-14. SUBJECT: Policies Amended to Reflect Changes to the Makeup of the National Executive Board (NEB). Motion made by NS/T Dowie and seconded by RVP Shackelford "to amend policies to reflect the change in the makeup of the NEB, to include approval of the officer change and to make any other cosmetic changes in the book." With a unanimous vote, the **motion** passed.

Amendment to Motion #02-11-14 made by RVP Zajac and seconded by RVP Kirby "to include two policies not currently in book; GEMS policy and closing of chapters not affiliated with a federation." With a unanimous vote, the **amendment** passed.

The policy book and RVP handbook will be reviewed and changes made, and an updated copy of both books will be forwarded to the RVPs.

NP Thissen went over the revised organization chart at HQ, which was approved by the RVPs previously.

NS/T Dowie and Tayo Coker gave a presentation on the 2015 budget.

Following a discussion, a **motion** was presented:

Motion #03-11-14. SUBJECT: Adoption of 2015 Budget. Motion made by RVP Zajac and seconded by RVP Ross "that the 2015 budget be adopted as presented." The vote to accept the budget was unanimous – **Passed**. (2015 budget on file.)

There was a discussion of resolutions passed at the 2014 National Convention. They have been incorporated or action is underway.

With no further business, the meeting adjourned.

Wednesday, November 12, 2014

Call to Order
Moment of Silence
Pledge of Allegiance
Roll Call

Present:

National Officers

President Richard G. Thissen
Secretary/Treasurer Jon Dowie

Regional Vice Presidents

Region I James P. Crawford
Region II Evelyn Kirby
Region III Jerry Janci
Region IV Edward J. Konys
Region V Carol R. Ek

Region VI Marshall L. Richards
Region VII Rodney L. Adelman
Region VIII Helen L. Zajac
Region IX Lanny G. Ross
Region X William Shackelford

Staff

NEB Executive Assistant Marian Uffen
Human Resources Director Linda Parsons
Marketing Director Bridget Boel
NARFE Parliamentarian Paul Lamb

Guests

DC Federation President Linwood Watson
DC Federation Secretary Jacquelyn Lowe
MD Federation President Dan McGrath
Lea Zajac
Gina Adelman
Margaret Janci
Donna Shackelford

National President (NP) Thissen called the meeting to order.

Director of Marketing Boel gave a marketing briefing.

NARFE marketing's main objectives are: Maximize NARFE membership and revenue; and work across the Association to enhance, communicate and monitor the NARFE brand. Membership marketing, direct response advertising and business development–non-dues revenue are all components of the NARFE marketing function. Boel stated that the crisis in falling membership rolls continues and that many Associations are having same membership problems we are, but progress continues to be made. It was requested that the Board approve membership marketing price point and offer tests to be conducted over a two-year period.

After a discussion, a **motion** was presented:

Motion #04-11-14. SUBJECT: Membership Marketing Test. Motion made by RVP Adelman and seconded by RVP Richards “that the membership marketing tests proposed in the membership marketing 2015 slide presentation be authorized for two years pursuant to Standing Rule I, Section 2.B.” With a vote, the **motion** unanimously passed. (2015 Membership Marketing Presentation on file)

Boel discussed the new organization of the Marketing Department; two new staff positions have been created: Deputy Director for Membership Marketing and Deputy Director for Non-Dues Revenue (Business Development/Affinity Partners).

The Board went into Executive Session.

NP Thissen addressed meeting planning, conventions and the site selection committee.

RVP Ross then stated that the RFP (Request for Proposal) is out-of-date and made two recommendations regarding the Site Selection Committee and meeting planners:

- 1) We don't need the committee until after 2018;
- 2) Recommends that the National Officers have outside meeting planners make a presentation to see their way of handling conventions/conferences and then decide if NARFE should have an in-house planner or use an outside company.

NP Thissen requested comments from the RVPs as to how their regions handle their federation conventions.

After a discussion, there was a general concurrence by the board that the NP and NS/T will explore and consider an outside company to assist with meeting planning and will provide feedback to the Board.

Before the meeting adjourned, the following **motion** was presented:

Motion #05-11-14. SUBJECT: Deputy Director for Membership Marketing. Motion made by RVP Ross and seconded by RVP Zajac “that the NEB authorize the President to hire the Deputy Director of the Membership Marketing Department.” The vote to accept the motion was unanimous – **Passed**.

With no further business, the meeting adjourned.



Thursday, November 13, 2014

**Call to Order
Moment of Silence
Pledge of Allegiance
Roll Call**

Present:

National Officers

President Richard G. Thissen
Secretary/Treasurer Jon Dowie

Regional Vice Presidents

Region I James P. Crawford
Region II Evelyn Kirby
Region III Jerry Janci
Region IV Edward J. Konys

Region V Carol R. Ek
Region VI Marshall L. Richards
Region VII Rodney L. Adelman
Region VIII Helen L. Zajac
Region IX Lanny G. Ross
Region X William Shackelford

Staff

NEB Executive Assistant Marian Uffen
Human Resources Director Linda Parsons
Legislative Director Jessica Klement
Marketing Director Bridget Boel
IT Director Dan Hidayat

Guests

DC Federation President Linwood Watson
DC Federation Secretary Jacquelyn Lowe
MD Federation President Dan McGrath
Lea Zajac

National President (NP) Thissen called the meeting to order.

Director of Legislation Klement gave a legislative update, NARFE-PAC update, and M+R update. She also announced that the Legislative Conference is to be held March 14-17, 2015, at the Renaissance Arlington Capital View Hotel in Arlington, VA. (PowerPoint presentation on file.)

IT Director Hidayat discussed testing of the new Membership Record Module (MRM) software, which is to replace the current membership software. Expected completion is scheduled for June 2015. He stated the NARFE email software to replace GEMS is also being tested by Headquarters (HQ) and the Configuration Advisory Board (CAB) members and will be available to regions for testing in December and to chapters by January 2015. Also, he stated we are in the process of upgrading our Web portals security and developing ecommerce software, which replaces online payment system and in-house payment software. (Handouts on file.)

Marketing Director Boel gave a presentation on branding and strategic planning; planning led by market research (brand study). NARFE's market research objectives are to understand how to build interest in membership among the new generation of federal employees and retirees, to grow revenue and make sure needs of current members are met. We are currently awaiting proposals from two firms familiar with NARFE; (i.e., Bates Creative and Marketing General, Inc.) The next steps in strategic planning will be to identify an objective, non-NARFE facilitator, to determine the composition and role of the Strategic Planning Committee and to create a process road map. (PowerPoint presentation on file.)

There was a discussion of current eNARFE incentive programs. Following the discussion, the following **motions to renew existing incentives** were presented:

Motion #06-11-14. SUBJECT: Incentive Program. Motion made by RVP Kirby and seconded by RVP Adelman "that the distribution of the one-third membership fee of Rule I.2.C. shall be waived for membership in eNARFE as approved by the NEB's power to do so in Rule I.2.B." The vote to accept the **motion** was unanimous — Passed.

Motion #07-11-14. SUBJECT: Six-Month Free Trial Membership. Motion made by RVP Zajac and seconded by RVP Ross "that as necessary, two direct mail tests of a six-month free trial membership with no more than 30,000 offer recipients in each of the two tests. There will be no federation or chapter payment for the six-month trial period. Upon renewal (or conversion from free to paid member), these members will renew as annual renewing members. The vote to pass the motion was unanimous — **Passed**. (While this action is not currently planned, passage provides greatest flexibility to the membership marketing effort.)

Following a discussion, the subsequent two motions were presented:

Motion 08-11-14. SUBJECT: Market Research Firm/Strategic Planning Facilitator. Motion made by RVP Kirby and seconded by RVP Adelman "that the National President contract with a market research firm and to contract with an independent strategic planning facilitator at a cost not to exceed \$60,000." The vote to accept the motion was unanimous — **Passed**.

Motion 09-11-14. SUBJECT: Convention Resolution No. 14-43 – Future of NARFE Committee Report Implementation. Motion made by RVP Zajac and seconded by RVP Ross “that the President be authorized to appoint a standing strategic planning committee at the appropriate future time.” With a vote, the **motion** unanimously passed.

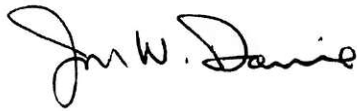
RVP Ross announced the members of the Audit Committee, who are as follows:

RVP Lanny Ross, Chair
RVP William (Bill) Shackelford
RVP Jerry Janci

NP Thissen announced that we will continue with the Configuration Advisory Board (CAB) and that the NS/T Dowie will oversee it.

With no further business, the meeting adjourned.

***The next scheduled NEB meeting will be held in conjunction with the Legislative Conference and will be held at the Renaissance Arlington Capital View Hotel in Arlington, VA, on March 11-13, 2015.**



Jon Dowie
National Secretary/Treasurer

***NARFE Insider* is posted on the website, www.NARFE.org**

The following members receive *NARFE Insider* for NARFE Leaders: Officer codes 1-Chapter President, 2-Chapter Vice President, 3-Chapter Secretary, 4-Chapter Treasurer, 5-Chapter Secretary/Treasurer, 6-Chapter Legislative Officer/National, 7-Chapter Membership Chair, 8-Chapter Public Relations, 9-Chapter Service Officer, 11-Chapter Editor, 12-Chapter Alzheimer’s Chair, 13-Chapter NARFE-PAC Officer, 14-Chapter Financial Secretary, 15-Chapter Other, 16-Chapter Net Coordinator, 17-Chapter Legislative Officer/State, 20-Federation President, 21-Federation Executive Vice President, 22-Federation Vice President, 23-Federation Secretary, 24-Federation Treasurer, 25-Federation Secretary/Treasurer, 26-Federation Legislative Chair/National, 28-Federation Legislative Chair/State, 29-Federation PR, 31-Federation Service Officer, 33-Federation Membership Chair, 34-Federation Editor, 35-Federation Alzheimer’s Chair, 36-Federation NARFE-PAC Coordinator, 37-Federation Immediate Past President, 38-Federation Other, 39-Federation Executive Committee, 40-Pre-Retirement Speaker, 41-Federation Net Coordinator, 42-FEEA Coordinator, 43-Federation Area Officer, 44-Regional Alzheimer’s Coordinator, 45-Regional FEEA Coordinator, 49-Regional Vice President, 50-Immediate Past Regional Vice President, 51-National Officer, 52-Past National Officer