

Strategic Planning Update

By Jon Dowie, National Secretary/Treasurer,
Chair, Strategic Planning Team, and Chair, Strategic Planning Committee

Most are no doubt aware that, by resolution at the 2014 National Convention, a strategic planning initiative is under way using the Future of NARFE report as a foundation. Among our goals is ongoing, two-way communication about the process and outcomes. We encourage and welcome your thoughts, which may be emailed to stratplan@narfe.org. For those without email, letters may be mailed to the attention of: Strategic Plan, at NARFE Headquarters.

The April issue of *narfe* magazine reported that a strategic planning process has been defined and both a strategic planning team and strategic planning committee have been appointed. We would like to share with you the success criteria that have been established, provide a list of the team and committee members, and outline our next steps.

Success Criteria:

- Create a Strategic Plan that will provide the path for the continuing viability of NARFE and will be revised at least every two years as experience and member feedback warrant.
- Develop a strategy to ensure the future financial security of NARFE to enable funding of the NARFE mission/operations.
- Determine the best overall structure to sustain and improve NARFE mission accomplishment.
- Ensure that the NARFE advocacy program mission is maintained as strong and respected and that grass-roots efforts are enhanced.

With these criteria as the group imperative, the following strategic planning team and committee members will work together, considering all input forwarded from the field, to craft the first of what will become bi-annual plans.

Strategic Planning Team

Jon Dowie, National Secretary / Treasurer
James Crawford, Regional Vice President (RVP) Region I
Evelyn Kirby, RVP Region II
Bridget Boel, Marketing Director

Strategic Planning Committee

Jon Dowie, National Secretary / Treasurer
Region I Dave MacDonald, Rhode Island
Region II Ted Jensen, Maryland
Region III Bill Leatham, Florida
Region IV Nancy Hunt, Ohio
Region V Bruce Coleman, Iowa
Region VI Charles Stanphill, Oklahoma
Region VII Ted Van Hintum, Colorado
Region VIII David Southworth, California

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At the March National Executive Board meeting, 12 items were identified for initial review by the committee. Many other recommendations from the Future of NARFE report were tabled for later consideration during bi-annual strategic plan proceedings.

Materials were prepared for a committee meeting, which took place in Alexandria on April 6 and 7. Beyond this meeting, gatherings are intended to be electronic.

As we progress, updates will be made available primarily in *narfe* magazine, the *Insider* and on www.narfe.org (member homepage-Strategic Planning banner.) We want to reach the greatest number of members, so at times you are likely to see information repeated. In closing, we ask that each of you share what you have learned within your local chapters. ●

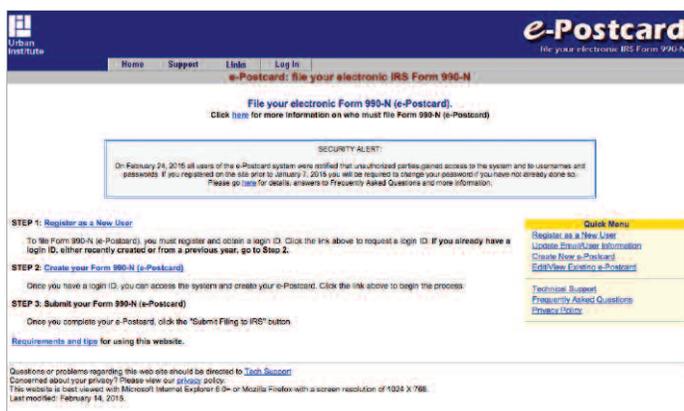
All NARFE Chapters and Federations Must File IRS Returns

By Tayo Coker, Budget and Finance Director

The Internal Revenue Service (IRS) requires all NARFE chapters and federations, without exception, to file a tax return regardless of how much income they earned in 2014. If you did not have any taxable income in 2014, you will still need to file Form 990-N, *Electronic Notice for Tax-Exempt Organizations* (otherwise known as the e-Postcard). This form is only available on the Internet (see link below).

The IRS will revoke the tax-exempt status of your organization if you fail to file your taxes for three consecutive years. You will then need to apply (or reapply) and pay the appropriate user fee to have your tax-exempt status reinstated if it has been revoked.

In order to file a return with the IRS, it is important that you know your organization's Employer Identification Number (EIN). The Budget and Finance Department at Headquarters – 703-838-7760, ext. 282, or email budfin@narfe.org – also has this information on file. In addition, you must show NARFE's group exemption number – GEN 1599 – on IRS Forms 990T and 990, and on all correspondence to the IRS. This number identifies your chapter or federation as a subordinate of NARFE under the group exemption letter.



The 990 filing thresholds for the 2014 tax year are:

1. File **Form 990-N**, Electronic Notice for Tax-Exempt Organizations (e-Postcard), which is only available on the Internet at <http://epostcard.form990.org>, if your federation's or chapter's gross receipts in 2014 were \$50,000 or less.
2. File a **Form 990**, "Return of Organization Exempt from Income Tax" (or the short form, **990-EZ**) if your organization had gross receipts greater than \$50,000 but less than \$200,000 and total assets of less than \$500,000. Organizations with gross receipts of \$200,000 or more, or total assets of \$500,000 or more, must file Form 990 and not the 990-EZ.
3. File a **Form 990-T**, "Exempt Organization Business Income Tax Return" with the IRS if, in 2014, your federation or chapter had income (revenue less cost of goods sold) of \$1,000 or more derived from an activity that was substantially unrelated to the main purpose of your federation or chapter. Membership dues, interest on dues, bake sales, white elephant sales, etc., are excluded, but revenues from advertising are included.

Obtain forms and instructions for completing the tax returns from your nearest IRS office or online at <http://www.irs.gov/app/picklist/list/formsInstructions.html>.

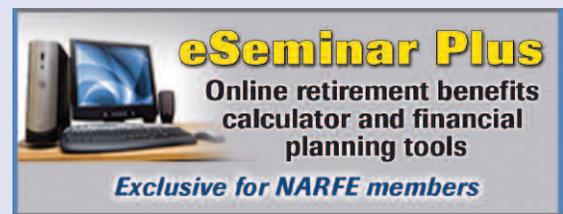
As discussed above, chapters and federations that do not meet the requirements for filing the 990 or 990-EZ form must file Form 990-N electronically with the IRS annually. Form 990-N is not available in paper form. The e-Postcard requires you to provide general information about your chapter or federation – such as the name of the chapter’s or federation’s principal officer (usually the president) and an address where your organization receives its mail. Please do not use the Alexandria, VA, Headquarters address when filing the e-Postcard or any other IRS form. If a chapter or federation files Form 990 or Form 990-EZ instead of the e-Postcard (Form 990-N), it must complete the entire return. Incomplete or partially completed forms will be rejected.

The filing deadline for all IRS forms is the 15th day of the 5th month following the end of your fiscal year; therefore, if your fiscal year ends on December 31, 2014, you must file by May 15, 2015.

NOTE: NARFE is a 501(c)(5) organization and is exempt from federal income taxes. However, NARFE and its subordinate units are not exempt from state and local sales taxes. ●

Need help with financial planning?

NARFE members have exclusive access to the “eSeminar Plus” online retirement calculator and other financial planning tools. The online modules consist of an easy-to-use federal retirement calculator, a complete financial planner and an employee self-service retirement and financial planning seminar — all available for a small subscription fee. To access the calculator and other federal benefits resources on the NARFE website, go to www.narfe.org, log in, then choose Federal Benefits from the drop-down menu under Departments at the top of the page.



Chapter and Federation Liability Insurance Renewal Due

By Linda Parsons, Human Resources Director

The Federation/Chapter General Liability Insurance policy is due to renew on June 16, 2015. The renewal policy for participating chapters will be written to cover the term of June 16, 2015, to June 16, 2016. The annual aggregate limit under the General Liability policy is \$2,000,000, and all chapters share in this limit.

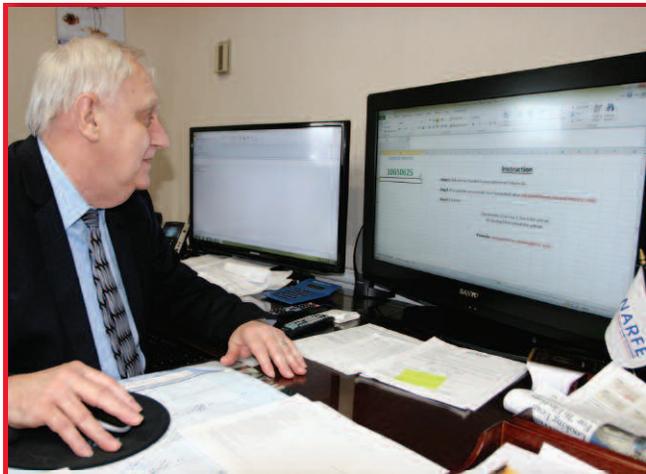
We are pleased to inform you that the premium remains at \$75! If you choose not to participate in the NARFE-sponsored insurance program, an individual general liability policy will cost you a *minimum* annual premium of \$350.

General liability coverage is designed to protect the participating federation or chapter – as well as its members, including volunteers (authorized and working at your direction) – from allegations surrounding bodily injury or property damage. Liability coverage also protects the chapter and federation in the event of negligence related to an insured NARFE activity or function. For example: a guest attending a membership meeting at a hotel is injured and alleges that NARFE and the hotel were negligent. This policy will protect NARFE in such an instance. *The policy, however, will not respond to suits brought by one NARFE member against another NARFE member.* This policy also does not insure the NARFE member or volunteer if they are injured during a NARFE-sponsored function. In such an instance, claims would be filed with the individual’s personal health insurance carrier.

Chapter and federation officers were emailed the liability insurance offer letter and enrollment form on March 19. If your chapter or federation needs copies of these, please contact Linda Parsons by email (lparsons@narfe.org) or by phone at 571-483-1258; or mail your request to NARFE Headquarters, attention Linda Parsons. **The deadline for enrollment is June 1, 2015. Make the check payable to NARFE.** ●

Deadline Approaches for NARFE-FEEA Scholarship Program

All application packets for the 2015 NARFE-FEEA Scholarship Program must be postmarked no later than April 24. Sixty winners will be selected; each will receive a \$1,000 award. Winners will be notified and checks mailed in August. The list will be posted on the Scholarship Program page on the NARFE website as soon as it is finalized, and also will be published in the December issue of *narfe* magazine. To make a tax-deductible donation to the Scholarship Program, use the coupon on the donation page found in every issue of *narfe* magazine and make checks payable to the NARFE-FEEA Scholarship Fund. To donate by credit card, call 800-323-4140 or click [here](#). For information about the NARFE-FEEA Scholarship Program, email scholarship@narfe.org or click [here](#). ●



National President Thissen electronically draws the winner of the Fall Membership Campaign.

Winner of NARFE's Fall Membership Campaign Announced

By Monica Williams, Deputy Director of Membership Marketing

Congratulations to **Greg Khan of Chapter 1085 in Colorado** who won the grand prize of a Kindle Fire in our 2014 Fall Membership Campaign. Kahn recruited 13 members during the contest period, which ran from September 1 through December 31. His membership ID was selected at random by NARFE President Richard Thissen in February.

When informed of his selection, Kahn recognized Chapter 1085's members and its Membership Committee, which assisted with recruitment events.

Overall, 824 members participated in the contest and recruited a total of 1,337 new NARFE members. NARFE Headquarters congratulates Greg Khan and all of the members who participated to make our Fall Membership Campaign a success.

New NARFE Email System

By Dan Hidayat, Information Technology Director

NARFE's Information Technology Department has successfully developed and launched the new NARFE Email System (NES) software version 1.0. This email software will replace the NARFE Global Electronic Messaging System (GEMS) that has been used by National Headquarters, regional vice presidents and federation presidents. It also will replace the email system that is being used by chapter officers in the Online Activities Module (OAM). After April 15, GEMS will no longer be available. Instead, officers with the following position codes can start using the NES in the OAM page:

Regions (49)

Federations (20, 21, 23, 25, 33, and 34)

Chapters (1, 2, 3, 5, 7, and 11)

NARFE has adopted a new email policy because we have experienced a growing number of members who are opting out of all emails from NARFE. The new system will allow members to easily unsubscribe from receiving email messages from NARFE. This will help ensure that those who feel their inboxes are



National Service Officer of the Year for 2015

This year's National Service Officer of the Year is Henry J. Magee, service officer for Chapter 1681, Hawaii Federation, Region VIII. NARFE extends its congratulations to him for his exemplary efforts in assisting NARFE members.

simply too full with NARFE email messages will not mark us as a spammer, delete their email address from member records or – even worse – cancel their memberships. NES also uses email categories with distinctively identifiable banners to help reduce repetitive information from being delivered from various levels of the Association.

A basic tutorial on how to use the new software is available on the NES menu. There are new features on NES that are not available on GEMS, which officers will find very useful. These include:

- Manual entry lists,
- Filtering by congressional district,
- Saving and archiving messages, and
- Embedding pictures and files (PDF, Excel, Word, etc.).

The next upgrade is being planned and will add more exciting features, including user feedback submitted through the Configuration Advisory Board (CAB). ●



Legislative Update

Sarah Weissmann, Grass-Roots Program Manager

Before recessing for two weeks, both the House and Senate passed their own versions of the Fiscal Year (FY) 2016 budget. NARFE opposed both final budgets.

House Budget

In the House, six budgets were debated. Two were introduced by Rep. Tom Price, R-GA, who is the House Budget Committee chairman. A third Republican budget was introduced by the conservative Republican Study Committee. This budget included the Chained CPI (Consumer Price Index). Rep. Chris Van Hollen, D-MD, introduced the official Democratic budget. While it did not include specifics on funding impacting federal employees and retirees, it did include a policy statement in support of the federal community. The House Progressive Caucus and the House Black Caucus also introduced their own budgets.

Ultimately, it was one of Rep. Price's budgets that received the most votes. The primary difference between his two budgets was that one did not offset \$22 billion in emergency defense spending with other spending cuts. The defense spending, without offset, was included in the final budget, H. Con. Res 27. The final budget vote was along party lines, although 17 Republicans joined with all the House Democrats to oppose the budget.

The Price budget assumes \$318 billion in savings from federal and postal employees and retirees by:

- Increasing retirement contributions by roughly 6 percent for all current federal employees;
- Increasing some federal retirees' share of their health insurance premiums by basing the government

contribution on their years of service;

- Increasing employees' and retirees' Federal Employees Health Benefits Program (FEHBP) premiums by tying the government's employer contribution to inflation and turning FEHBP into a voucher program;
- Decreasing the civilian workforce by 10 percent through attrition, whereby one employee would be hired for every three who leave government service;
- Decreasing the rate of return on the Thrift Savings Plan's Government Securities Fund (G Fund);
- Encouraging the total elimination of the Federal Employees Retirement System (FERS);
- Eliminating the FERS Annuity Supplement; and
- Increasing postal employees' share of their FEHBP premiums.

Prior to the final vote, NARFE issued a [press release](#) in opposition and sent a [letter](#) to all representatives. Following the vote, NARFE issued another [press release](#) expressing its disappointment.

Senate Budget

The Senate passed a similar FY16 budget. While the Upper House did not vote on multiple budgets, it did hold a "vote-a-rama," casting votes on multiple amendments. The Senate budget does not include as many specifics as the House budget, but it still assumes a large amount of savings from the federal community. S. Con. Res. 11, which passed along a 52-46 party-line vote, assumes \$170 billion in savings from federal and postal employees and retirees by:

- Increasing retirement contributions by roughly 6 percent for all current federal employees;
- Increasing employees' and retirees' FEHBP premiums by tying the government's employer contribution to inflation; and
- Decreasing the civilian workforce by 10 percent through attrition, whereby one employee would be hired for every three who leave government service.

While the Senate budget does not include as many specifics as the House budget, it does make reference to the 2011 Simpson-Bowles Fiscal Commission. The Simpson-Bowles Commission stated that savings should be shared among several different groups. Unfortunately, only the federal community has been asked to sacrifice over the past few years – to the tune of \$120 billion – and the Senate budget hits federal employees, retirees and survivors once again. Prior to the vote, NARFE sent a [letter](#) to the entire Senate expressing its opposition.

What's Next in the Budget Fight?

The House and Senate budget committees are finalizing a budget agreement that is expected to be voted on early next week. The agreement could call for as much as \$318 billion in pay and benefit cuts for federal employees and retirees. While the budget resolution does not get signed by the president – and thus does not have the authority of law – it does provide guidance to the appropriations committees in terms of their spending levels.

The appropriations committees are responsible for determining how much agencies will have to spend during the next fiscal year. By including these proposals in their budgets, the House and Senate have made it easier for them to be included in appropriations legislation, or even stand-alone legislation as a "pay-for." Additionally, the budget resolution also set the stage for budget reconciliation, which can be signed into law.

What Can You Do?

With the budget fight ongoing, it is important that NARFE chapter and federation leaders begin preparing NARFE members for grass-roots advocacy throughout the spring and summer. At your meetings,

provide members an update on the budget votes and the policies that were included in the budgets. NARFE newsletters also should include details about the threat that these budgets pose to the federal community. It is imperative that legislators hear from their constituents on how these policy proposals will impact them. Often, NARFE members will not contact their legislators because they do not understand the budget process or how the proposal will impact them. By explaining these facts to your members at your meetings, federation conventions and in your newsletters, you are preparing your members to take action.

Often, there is not much lead time with votes. The budget votes were announced only days before the final floor vote, and few details were available more than a week

in advance. However, with approximately 48-hours' notice, NARFE members sent more than 6,600 letters to members of the House expressing their opposition to the Price budget. This is a great start!

When possible, provide the URL Internet links to the Legislative Action Center so that NARFE members can take action at any time. Please customize one of the two [letters](#) now available; one thanks your representative for voting against the budget, and the other asks for an explanation of his or her vote. A similar [letter](#) is available for your U.S. senators. The Legislative Action Center will send the appropriate letter to your members once you enter your address. In addition, NARFE asks members to send a "Do Not Vote" for the House and Senate budget agreement letter to their representatives in Congress.

Beyond preparing NARFE members to mobilize, Association leaders can take additional action to talk to their legislators about these issues. Request a meeting during the May or June recess. When you see your representative at the Memorial Day parade, express your frustration with the ongoing attacks against the federal community. If your senator is holding a town hall meeting, please attend and ask a question about how these policies will impact your community. When your legislator is in Washington, DC, you can take the latest *narfe* magazine to the local office and highlight the budget articles.

To help you be better prepared for your members' questions, the April Legislative Webinar will be on the FY16 budget process. The webinar will be hosted twice for your convenience: first on Tuesday, April 14, at 9:30 a.m. and again on Thursday, April 16, at 1:30 p.m. You can RSVP here ([LINK FORTHCOMING](#)). Questions about your grass-roots advocacy efforts should be addressed to Sarah Weissmann at sweissmann@narfe.org.

"Doc Fix" Passes House

Also before adjourning for the recess, the House passed a bipartisan bill (HR. 2) to permanently repeal and replace the "sustainable growth rate" (SGR) formula, which is used to determine how much doctors are reimbursed by Medicare.

Under the SGR formula, doctors continually faced cuts in their reimbursements rates, which could lead them to refuse to accept those patients. Since 2003, however, Congress has passed a short-term "doc fix" 17 times to prevent those payment cuts from going into effect. Without H.R. 2, or another short-term fix, doctors would be facing a 21 percent reimbursement cut.

Under H.R. 2, the SGR formula would be permanently repealed, thus avoiding the need for doc fixes.

NARFE Certificates Available Online

"Citation for Distinguished Service" certificates for regional, chapter and federation awards are available on the NARFE website at www.narfe.org.

To access, sign in as a member, click on the Officer Resources link and choose Tips, Tools and Templates from the menu at left. On the next



screen, scroll down to "Other Resources" and choose "Certificates." These documents are fillable forms in Word format.

Instead, there would be modest, 0.5 percent payment increases for the next four years, and then a performance-based payment formula would be used.

To partially offset the cost of repealing the SGR formula, the bill would increase premiums for higher-income Part B and Part D participants starting in 2018. Premiums would increase by up to 15 percent for individuals with income above \$133,500, or \$267,000 for a couple. It also would prohibit private “Medi-gap” plans from covering the Part B deductible for new beneficiaries starting in 2020.

H.R. 2 passed the House by a vote of 392-37 and was negotiated between House Speaker John Boehner, R-OH, and Minority Leader Nancy Pelosi, D-CA. The Senate is expected to vote on the legislation when members return from the April recess.

Congressional Schedule

The House and Senate are in recess until Friday, April 10. Both Houses are expected to be in session during the remainder of April. The House will recess between May 4 and May 11, and both Houses will be in recess for the Memorial Day holiday, May 25-29. The House of Representatives and the Senate are expected to be in session in June, until adjourning for the July 4th holiday on June 29. ●



State Legislative Advocacy: Under the Domes

By Chris Farrell, Senior Analyst

Get to Know Your Governor

State and territorial governors hold important offices in the policy-making process. [Governors](#) often set the agenda and propose their state’s budget. Gridlock in the national legislature has placed an added focus on state government. The University of Virginia’s Center for Politics covers gubernatorial politics and posts a [collection of articles](#) authored by the center’s director, Larry Sabato, and colleagues. A map showing the three gubernatorial races in 2015 (Kentucky, Louisiana and Mississippi), 12 in 2016 and a listing of candidates is also [available](#). For a concise listing of chiefs of staff and schedulers, with phone numbers, use the [handy one-page guide](#) produced by [Stateside Associates](#).

Census Population Estimates for 2014

Is your state’s population growing? Stateline, a service of the PEW Charitable Trusts, posted an [interactive map](#) after examining population growth by county. Delaware, Washington and Florida experienced the largest growth in population between 2013 and 2014. More than 80 percent of their counties had more people than the year before. In contrast, Connecticut, Illinois and New Mexico experienced growth in fewer than 25 percent of their counties.

Information About and Hyperlinks to Legislatures and Governors

[MultiState](#), a large consulting company specializing in state government, posts a [version](#) of the table shown below. In fact, MultiState’s version (available as a [.pdf](#)) also includes legislative session dates and whether 2015 legislation carries over into 2016. The enhancement provided below includes the hyperlinks

Find Your Elected Officials: Members of Congress, Governor and State Legislators

While we are building NARFE’s STATE ADVOCACY site, you can look up and connect with your governor and state legislators. Drill into the information displayed, link to your elected officials’ websites and request their e-newsletter. Enter your ZIP code (ZIP+4 works best).

The URL is http://cqrcengage.com/narfe/State_Advocacy. From this site, scroll down and look on the right side of the page; then insert the elected official’s ZIP code (ZIP+4 works best).

to state legislatures and governors. Click into your governor’s website and subscribe to his/her newsletter. Explore your legislature’s website and report to your chapter on how easy (or difficult) it is to use. Use this information on the NARFE Legislative Action Center’s [STATE ADVOCACY](#) module to invite state lawmakers to address your chapter and take questions.

2015 Governors and Legislatures								
State	Governor	Next Election	Senate				House	
(Follow links to websites)			Dem	Rep	Other	Vac	Dem	Rep
<u>Alabama</u>	<u>Robert Bentley</u>	2018 (L)	8	26	1		33	72
<u>Alaska</u>	<u>Bill Walker (Ind)</u>	2018	6	14			16	23
<u>Arizona</u>	<u>Doug Ducey</u>	2018	13	17			24	36
<u>Arkansas</u>	<u>Asa Hutchinson</u>	2018	11	24			36	64
<u>California</u>	<u>Jerry Brown</u>	2018 (L)	26	14			52	28
<u>Colorado</u>	<u>John Hickenlooper</u>	2018 (L)	17	18			34	31
<u>Connecticut</u>	<u>Dan Malloy</u>	2018	21	15			87	64
<u>Delaware</u>	<u>Jack Markell</u>	2016 (L)	12	9			25	16
<u>Florida</u>	<u>Rick Scott</u>	2018 (L)	14	25		1	38	80
<u>Georgia</u>	<u>Nathan Deal</u>	2018 (L)	18	38			59	120
<u>Hawaii</u>	<u>David Ige</u>	2018	24	1			43	8
<u>Idaho</u>	<u>Butch Otter</u>	2018	7	28			14	56
<u>Illinois</u>	<u>Bruce Rauner</u>	2018	39	20			71	47
<u>Indiana</u>	<u>Mike Pence</u>	2016	10	40			29	71
<u>Iowa</u>	<u>Terry Branstad</u>	2018	26	24			43	57
<u>Kansas</u>	<u>Sam Brownback</u>	2018 (L)	8	32			27	98
<u>Kentucky</u>	<u>Steve Beshear</u>	2015 (L)	11	27			54	46
<u>Louisiana</u>	<u>Bobby Jindal</u>	2015 (L)	13	26			44	59
<u>Maine</u>	<u>Paul LePage</u>	2018 (L)	14	21			78	68
<u>Maryland</u>	<u>Larry Hogan</u>	2018	33	14			90	51
<u>Massachusetts</u>	<u>Charlie Baker</u>	2018	34	6			125	35
<u>Michigan</u>	<u>Rick Snyder</u>	2018 (L)	11	27			47	63
<u>Minnesota</u>	<u>Mark Dayton</u>	2018	39	28			62	72
<u>Mississippi</u>	<u>Phil Bryant</u>	2015	20	32			56	66
<u>Missouri</u>	<u>Jay Nixon</u>	2016 (L)	9	25			45	118
<u>Montana</u>	<u>Steve Bullock</u>	2016	21	29			41	59
<u>Nebraska</u>	<u>Pete Ricketts</u>	2018			49			
<u>Nevada</u>	<u>Brian Sandoval</u>	2018 (L)	10	11			15	27
<u>New Hampshire</u>	<u>Maggie Hassan</u>	2016	10	14			160	239
<u>New Jersey</u>	<u>Chris Christie</u>	2017 (L)	24	16			48	32
<u>New Mexico</u>	<u>Susana Martinez</u>	2018 (L)	24	17		1	33	37

KEY	<i>Italicized and Bold Type</i>One Party Control of both branches	RedRepublican
	Standard TypefaceDivided Party Control	BlueDemocrat
	(L).....Lame Duck	BlackIndependent

chart continued on page 10

2015 Governors and Legislatures (continued)								
State	Governor	Next Election	Senate				House	
			Dem	Rep	Other	Vac	Dem	Rep
New York	Andrew Cuomo	2018	31	32			106	44
<i>North Carolina</i>	<i>Pat McCrory</i>	2016	16	34			45	74
<i>North Dakota</i>	<i>Jack Dalrymple</i>	2016	15	32			23	71
<i>Ohio</i>	<i>John Kasick</i>	2018 (L)	10	23			34	65
<i>Oklahoma</i>	<i>Mary Fallin</i>	2018 (L)	8	40			29	72
<i>Oregon</i>	<i>Kate Brown</i>	2016	18	12			35	25
Pennsylvania	Tom Wolf	2018	20	30			84	120
<i>Rhode Island</i>	<i>Gina Raimondo</i>	2018	32	5	1		63	11
<i>South Carolina</i>	<i>Nikki Haley</i>	2018 (L)	18	28			46	78
<i>South Dakota</i>	<i>Dennis Daugaard</i>	2018 (L)	8	27			12	58
<i>Tennessee</i>	<i>Bill Haslam</i>	2018 (L)	6	27			26	73
<i>Texas</i>	<i>Greg Abbott</i>	2018	11	20			52	98
<i>Utah</i>	<i>Gary Herbert</i>	2016	5	24			12	63
<i>Vermont</i>	<i>Peter Shumlin</i>	2016	19	9	2		88	53
Virginia	Terry McAuliffe	2017 (L)	19	21			32	68
Washington	Jay Inslee	2016	24	25			51	47
West Virginia	Earl Ray Tomblin	2016	16	18			36	64
<i>Wisconsin</i>	<i>Scott Walker</i>	2018 (L)	14	19			36	63
<i>Wyoming</i>	<i>Matt Mead</i>	2018	4	26			9	51

KEY	<i>Italicized and Bold Type</i>	One Party Control of both branches	Red.....	Republican
	Standard Typeface	Divided Party Control	Blue.....	Democrat
	(L).....	Lame Duck	Black	Independent

Federations Posting State Legislative News

The home page of the Indiana Federation hosts Legislative Alerts concerning NARFE-supported state income tax equity legislation. Federation President Don Savage is leading a promising campaign. Maryland and Virginia Federations also post state legislative brochures and newsletters on their websites. If your federation’s webmaster has posted state advocacy-related information, let us know using stateleg@narfe.org. ●



NARFE in the News

Over the past few years, NARFE has enhanced its media outreach and, as a result, has seen an increase in its media presence. 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, and occasionally local news coverage generated by chapters and federations.

National Coverage

- On March 25, NARFE Director of Federal Benefits Service David Snell was the guest on Mike Causey's "Your Turn" show on Federal News Radio. Causey and Snell discussed the "Five-Year Rule," premiums for the self plus one option and Medicare, among other topics. The host also praised the April 2015 issue of *narfe* magazine and its cover story 'Looking to Greener Pastures.' Go to <http://www.federalnewsradio.com/20/3827315/Self-plus-one-offers-premium-break-for-two-person-families> for more on this show.
- The March 24 edition of the *Federal Soup* e-newsletter reported that federal employee groups blasted House and Senate budget proposals, saying that the bills attack federal employees and retirees, and diminish the appeal of federal employment for future jobseekers.

National Active and Retired Federal Employees Association President Richard G. Thissen – who issued some of the most forceful statements against the House budget resolution – urged lawmakers to reject the proposal put forward by House Budget Committee Chairman Tom Price, R-GA, when it comes up for a vote before the full House. Go to http://federalsoup.com/articles/2015/03/24/federal-employee-groups-condemn-budget-proposals_0.aspx to read more about President Thissen's comments.

- On February 13, NARFE Legislative Director Jessica Klement made her first in-studio appearance on Francis Rose's "In Depth" show on Federal News Radio, where she appeared with Washington, DC, attorney Debra Roth. Klement and Roth were asked to give their top three news stories of the week. Hear Klement's top pics at <http://www.federalnewsradio.com/156/3800278/Federal-News-Countdown-VA-bonuses-DHS-shutdown>.
- On February 4, Mike Causey, host of Federal News Radio's "Your Turn," did a program on federal survivor benefits and praised the January 2015 *narfe* magazine cover story on the topic. Causey wrote that David Tobenkin's article "Survivor Benefits: Don't Overlook Critical Decisions," is "one of the best explanations I've ever seen," and recommended that members read it and pass it to a friend.
- *The Washington Post's* "Federal Eye" reported on February 2 that President Obama's proposed budget seeks to give federal employees a pay increase of 1.3 percent in January 2016. Other recommendations include expanded health benefits and up to six weeks of paid parental leave for federal workers. NARFE National President Richard G. Thissen is quoted in the article, saying, "Any good employer knows you need competitive wages to recruit and retain the best and the brightest. NARFE urges Congress to appropriate a raise that would allow the government to be competitive in the hiring process and keep pace with the private sector. With the long-anticipated retirement wave taking hold, now is not the time to make public service less attractive to potential employees."
- President Thissen questioned whether a 1.3 percent pay raise would actually be enough to entice job seekers and retain talented workers. On February 2, Emily Kopp of Federal News Radio quoted Thissen as saying: "Over the past five years, federal employees' wages increased 2 percent, while private-sector wages rose 8.3 percent, and the cost of living increased 11 percent. This sends a powerful message to job seekers questioning whether a career in the public sector would provide the necessary income to support a family, buy a house and save for the future." ●

NARFE National Executive Board Meeting Minutes

Wednesday, March 11, 2015, Renaissance Capital View Hotel, Arlington (Crystal City), 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

National Executive Board (NEB) Executive Assistant
Marian Uffen
Human Resources Director Linda Parsons
NARFE Parliamentarian Paul Lamb
Director of Budget & Finance Tayo Coker
Director of Marketing Bridget Boelr

Guests

Sabatier Consulting Lou Ann Sabatier
Sabatier Consulting Ed Fitzelle
DC Federation President Linwood Watson
DC Federation Secretary Jacquelyn Lowe
SC Federation President Kathy Hensley
Wichita Chapter 0138, KS, Gary Townson
Doni Dowie
Lea Zajac
Gina Adelman
Margaret Janci
Jan Crawford

National President (NP) Thissen called the meeting to order and introduced the visiting guests.

National Secretary/Treasurer (NS/T) Dowie gave an unaudited budget update, stating NARFE is in good shape and that the Investment Committee meeting has been rescheduled for the following week.

Budget and Finance Director Tayo Coker gave a presentation on unaudited statements (on file).

NP Thissen re-addressed the NARFE HQ organizational chart, noting the addition of new employees. There was a lengthy discussion of the difficulty in bringing outside database systems in-house at Headquarters (HQ).

NP Thissen addressed future National Convention site selection and meeting planning. He has met with three meeting planners and wants to meet with two more. Discussion noted video streaming future conventions is very costly and may not be possible for the Association. This issue requires further discussion.

Regarding the strategic planning process, a planning team of four, led by NS/T Dowie, (and includes Marketing Director Bridget Boel, RVP Crawford and RVP Kirby) established a priority list from the 35 recommendations of the FON report and included additional items for the Strategic Planning Committee (SPC) to consider.

NP Thissen then introduced Lou Ann Sabatier and Ed Fitzelle of Sabatier Consulting, the strategic planning facilitator, who gave a presentation to the Board stating that their role is to craft a strategic plan based on best practices, build a communication plan for all stakeholders and facilitate appropriate meetings and events. Following the presentation, input/comments were offered by the RVPs. Sabatier will follow up with NS/T Dowie, who will notify the team and committee. (Sabatier's presentation on file.)

NP Thissen and NS/T Dowie took questions from NEB members and spoke about the need for the Board to agree on the Strategic Planning Committee's process.

With no further business, the meeting adjourned.

Thursday, March 12, 2015

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

National Executive Board (NEB) Executive Assistant
Marian Uffen
Human Resources Director Linda Parsons
NARFE Parliamentarian Paul Lamb
Director of Legislation Jessica Klement
Director of Marketing Bridget Boel
Legislation Assistant Carolyn Dorf
Legislation Intern Terry Shen

Guests

DC Federation President Linwood Watson
DC Federation Secretary Jacquelyn Lowe
CA Federation Past President Lea Zajac
SC Federation President Kathy Hensley
Wichita Chapter 0138, KS, Gary Townson
Doni Dowie
Gina Adelman
Margaret Janci
Jan Crawford

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

RVP Kirby honored Linwood Watson for his service as he is stepping down as DC Federation president.

NP Thissen addressed the Board members, saying that they must come to a decision together to determine any recommended changes to the list developed by the Strategic Planning Team (SPT). The list will then go to the Strategic Planning Committee (SPC).

The RVPs were asked to give their thoughts/comments on the team's suggested priority changes on checklist (on file).

After a three-hour discussion, the Board partially completed an update to the team's checklist, which will be forwarded to the Strategic Planning Committee (SPC).

Legislative Director Jessica Klement introduced her new staff member, Legislative Assistant Carolyn Dorf, and intern Terry Shen. Shen is a recently retired NARFE member who wanted to learn more about legislation.

Klement then gave information regarding the upcoming legislative conference and Capitol Hill visits, including the changes made to this year's conference. The next legislative conference, in 2017, will be held at the Hilton Mark Center Hotel in Alexandria, VA. Klement then provided a legislative update for the 114th Congress, including budget reconciliation and threats to pay and benefits. Per the NEB's request, Klement agreed to send press releases to the NEB directly when they go out. Klement spoke briefly about Protect America's Heartbeat (PAH), M+R's recent efforts, and gave a NARFE-PAC update. She then announced that the chair of the Federal-Postal Coalition has stepped down, and the new chair is Alan Lopatin, NARFE's legislative counsel. Klement and the NEB members also had a discussion about NARFE members speaking with "one voice."

With no further business, the meeting adjourned.

Friday, March 13, 2015

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. Konyts
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

National Executive Board (NEB) Executive Assistant
Marian Uffen
Human Resources Director Linda Parsons
NARFE Parliamentarian Paul Lamb
Director of Marketing Bridget Boel
Editorial Director Margaret Carter
Deputy Director of Marketing Monica Williams
Deputy Director of New Business Development
Jennifer Bialek

Guests

DC Federation President Linwood Watson
DC Federation Secretary Jacquelyn Lowe
SC Federation President Kathy Hensley
NM Federation 1st Vice President Sharon Reese
FL Federation Past President Ken Thomas
Wichita Chapter 0138, KS Gary Townson
FEEA Coordinator, FL Federation, Arlette Thomas
CA Federation Past President Lea Zajac
Doni Dowie
Gina Adelman
Margaret Janci
Jan Crawford

National President (NP) Thissen called the meeting to order. He stated that the discussions will continue regarding the Strategic Planning Team list, following presentations by staff.

NP Thissen gave an update that at the Reno National Executive Board/Federation Presidents (NEB/FP) meeting in July, the NEB will meet one day, the FPs will meet one day, and the two will meet together for two days to discuss the strategic planning process.

Bridget Boel and Margaret Carter gave a presentation regarding the 2015 Market Research plan beginning with the objective, which is to provide guidance for strategic planning, membership marketing, branding, and product and services development. (Report on file.) Focus groups, which provided qualitative research, will be followed by quantitative surveys of NARFE prospects, NARFE members and lapsed members. This will provide insight into the perceptions, preferences and unfulfilled needs of the next generation of potential NARFE members. (Report on file.)

NS/T Dowie continued with the discussion and comments from the Board to adjust the list to provide suggested priority items for consideration by the Strategic Planning Committee (SPC).

Director of Marketing Boel introduced Jennifer Bialek, deputy director, new business development, who then gave a presentation on affinity partners and new business development. (Presentation on file.)

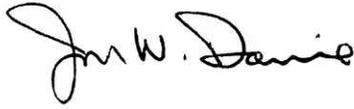
Boel then introduced Monica Williams, deputy director of membership marketing, who spoke on fundraising efforts. She stated there are four campaigns in progress, which are: notepads and follow-up; notecards and follow-up; calendars and follow-up; and holiday cards and follow-up; and that follow-up efforts generate approximately 40 percent of revenue.

Director Boel gave a presentation on the 2014 membership drive, which garnered more than 1,200 new members. 2015 priorities include recruitment, renewals/engagement. Online advertising continues to perform well, providing both brand exposure and prospects.

NS/T Dowie resumed and finalized discussion/comments from the Board to adjust the Strategic Planning Team's list to provide suggested priority items for the SPC's consideration. (List on file.)

With no further business, the meeting adjourned.

****The next scheduled NEB meeting will be held in conjunction with the FPs Annual Meeting on July 7-9, 2015, at the Grand Sierra Resort in Reno, NV.**



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