NARFE’s Legislative Accomplishments in 2015 – 114th Congress Midterm Review

By Jessica Klement, Legislative Director, and staff

In 2015, the federal community continued to face assaults on its earned benefits. As a result, NARFE’s legislative efforts focused on defeating proposals attacking federal employees and retirees as well as working toward solutions to other problems facing NARFE members. Here are highlights of the Association’s accomplishments thus far in the 114th Congress.

✔ Thwarted ALL attempts by Congress to cut the earned pay and benefits of federal employees and retirees.

- The House of Representatives’ fiscal year 2016 (FY16) budget resolution contained eight provisions totaling $318 billion in cuts to the federal community. These cuts included raising retirement contributions of current federal employees, cutting the size of the federal workforce, increasing enrollees’ share of Federal Employees Health Benefits Program (FEHBP) premiums and reducing the return of the Thrift Savings Plan’s (TSP) most stable investment vehicle, the G Fund. Ultimately, none of these cuts were passed into law in 2015, thanks to the hard work of NARFE and its members.

- Congress failed in its attempt to pay for highway improvements on the back of the federal community. As the Senate debated a six-year highway bill, some senators suggested offsetting the cost by changing the rate of return of the TSP’s G Fund, rendering the fund nearly worthless, as the return would be lower than the average savings account. Such a change would have cost TSP participants $32 billion. NARFE members and lobbyists sprang into action, and Congress was forced to find other places to obtain the money.

- A budget agreement offsetting sequestration cuts for two years did not take from federal employees or retirees. After contributing more than $120 billion to pay for other priorities in recent years, NARFE members have been sounding the drumbeat: Enough is enough! A two-year budget deal was signed into law, increasing spending levels by $80 billion without offsets to the federal community, even after the initial budget called for $318 billion in cuts. NARFE’s message is resonating on Capitol Hill.

✔ Successfully prevented a disproportionate and unfair increase in Medicare premiums.

- Without a cost-of-living adjustment (COLA) in 2016, millions of Medicare enrollees not held harmless would have seen their premiums increase by 52 percent, unless Congress or the Administration took action. NARFE was the first organization to sound the alarm on this issue on the Hill and with the Administration. Due to NARFE’s lobbying efforts and the messages sent to legislators by thousands of NARFE members, a compromise fix was included in the two-year budget agreement. Premiums for those not held harmless will increase only by the amount they would have gone up had there been a COLA.
Supported efforts to protect TSP participants from receiving bad financial advice.

- NARFE testified before the Department of Labor in favor of a rule to hold financial advisers to a “best interest” standard, instead of the current “suitability” standard, when providing advice on rollovers. Speaking for NARFE, National President Richard G. Thissen’s testimony focused on NARFE’s concern that federal employees, retirees and military personnel who are invested in low-fee TSP funds are not adequately protected from bad financial advice. Because rollovers are not covered by the existing definition of fiduciary investment advice, financial advisers may legally recommend that account holders roll over their TSP holdings into an IRA, where the money could be invested in mutual funds providing the same, or essentially similar, products at a much higher cost. If finalized, the rule should result in better investments and, therefore, lead to greater returns on the hard-earned retirement savings of millions of Americans.

Worked to keep NARFE members informed regarding the data breaches at the Office of Personnel Management (OPM)

- Following the announcements of two OPM data breaches, NARFE has stayed in constant communication with OPM officials to ensure NARFE members have the information they need to protect their financial well-being. NARFE immediately created a website to provide answers to members’ questions. The Association also testified on Capitol Hill, stressing: “It is imperative that we not only act swiftly to remedy this situation, but we must also ensure an incident of this magnitude does not repeat itself. We must do a better job of protecting the millions of federal employees who serve this nation.” NARFE’s Web page on the breach is updated regularly.

NARFE’s media coverage reaches new heights

- In 2015, NARFE saw unprecedented coverage in the press, thanks to a combination of being out in front on certain issues, and efforts to draw attention to other concerns that were being overlooked by the media. On topics as wide-ranging as the Medicare Part B issue, the new Self Plus One option and the OPM data breaches, NARFE was mentioned in the press more than 750 times in 2015. The Association also garnered more coverage in national news outlets, including CBS Evening News, on which NARFE’s legislative director appeared, and Fox Business News, on which NARFE’s legislative counsel appeared.

Time to Gear Up for the 34th NARFE National Convention!

By Jennifer Bialek, Deputy Director, Business Development

Get ready, NARFE members; it’s convention time! The 34th biennial NARFE National Convention will be held August 28 through September 1 in Reno, NV, at the Grand Sierra Resort. The registration fee is $99 if paid online or postmarked by August 1. On-site registration will be $125. The increased cost for the 2016 convention includes lunch for attendees Monday through Wednesday. Registrants will have the opportunity to purchase tickets for the banquet (at $70 each) when completing the registration form. Room rates are $79 plus tax for a single/double Tier 1 or $129 plus tax for a Luxury Summit single/double. Click here to book online or call 800-648-5080 and give them the Group Code NRF16. The convention website went live January 4. On it you will find important information about the convention, including travel discounts, agenda, sessions and links to forms. Chapter presidents will be notified this month as to how many delegates they can send. Previously, this information was provided starting in April.

Registration for the convention will open online on March 1, and registration forms will be available in
Requests for committee assignments must be submitted online or sent to convassmnt@narfe.org by March 4. Resolutions must be submitted to the Office of the National Secretary/Treasurer no later than May 13. Delegate Authorization forms will be posted on the convention website March 1 and should be completed online. To have the form mailed, please contact Dana Esposito at Headquarters at desposito@narfe.org. Delegate Authorization forms must be received by Headquarters no later than June 1. If a chapter is unable to send a delegate, it may select a proxy as a representative. The proxy form must be received by Headquarters no later than August 1.

Cash for College: NARFE Scholarship Program Opens Feb. 1
By Toni Vallario, Scholarship Program Coordinator

The 2016 NARFE Scholarship Program – open to eligible children, grandchildren and great-grandchildren of NARFE members – will run February 1 through April 29. Applicants must be high school seniors planning to attend their first year at an accredited college (in a degree program) in the fall/winter of 2016. 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 beginning February 1, by clicking on the Scholarship Program graphic in the rotating display on the home page. Click here 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 competition. Winners will be announced 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.

Legislative Update
Sarah Weissmann, Grass-Roots Program Manager, and Carolyn Dorf, Legislative Staff Assistant

Protect America’s Heartbeat: 2016 Grass-Roots Update
The 2016 election year is an important one with a third of the Senate seats, all 435 House seats and the White House up for grabs. Federation and chapter leaders should start preparing their grass-roots action plans now. Here are a few things to keep in mind as you prepare your advocacy plans for the year.

With numerous congressional recesses in a presidential election year, there are more opportunities to engage in grass-roots advocacy, so planning now is crucial. To begin, know when your state’s primary is, and encourage your members to get involved by volunteering with a campaign. This is a great way to meet a candidate and begin building connections that could help you later with your grass-roots efforts.
The *Meeting with a Candidate Toolkit* can help you plan for such encounters. Another way to get to know congressional candidates is to host a candidate forum. This affords an opportunity to learn the candidates’ views on NARFE’s issues and helps your members make informed decisions in electing lawmakers who will support NARFE’s agenda. Use the *Candidate Forum Toolkit* to get started.

Knowing Congress’ 2016 schedule will help you plan your grass-roots advocacy right up to Election Day in November. The 2016 *House* and *Senate* schedules are available on the NARFE website. Notice that recesses are longer and more frequent than in nonelection years, since most members of Congress will be home campaigning in their states and districts. This year, the summer recess is especially long, with Congress away from the nation’s capital for seven weeks because of the Republican and Democratic national conventions. Take advantage of these long recesses and plan to *meet* with your members of Congress to discuss NARFE’s issues.

**Other dates to keep in mind as you plan are:**

1. Watch for the release of the president’s budget on Tuesday, February 9, and for the House and Senate budgets in March. The fiscal year 2016 House budget proposal included cuts to the federal community, which NARFE successfully thwarted. NARFE members will want to follow the budget debate closely as it unfolds. A budget deal was signed into law on November 2, establishing spending levels for the next two fiscal years, but it’s likely the House and Senate will still go through the usual budget process.

2. From there, appropriations legislation will still need to be passed, allocating funding for FY17. Expect talk, but little action, of a government shutdown as campaign politics affect what happens on the House and Senate floors. It’s likely that a long-term or several short-term continuing resolutions will be passed before funding is finalized.

Additional resources to help plan for 2016 can be found on the NARFE website and PAH Toolkit page or by emailing the Legislative Department at leg@narfe.org.

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**Remember – March Is NARFE-PAC Month**

*By Jason Freeman, Political and Legislative Specialist*

March is NARFE-PAC Month, a time for federation NARFE-PAC coordinators and chapter NARFE-PAC chairs to focus on the Association’s political action committee and its work. NARFE-PAC protects NARFE members’ pay and benefits by raising and spending money to elect candidates who support the federal community. It is funded solely through voluntary contributions from NARFE members, which is why fundraising during NARFE-PAC Month is critical.

At federation and chapter events in March, make sure to highlight NARFE-PAC and explain its importance. It is also crucial at this time to solicit contributions for NARFE-PAC. Headquarters has promotional materials you can use to encourage and collect NARFE-PAC contributions, including collection forms, contribution forms, brochures and pins. An explanation of these items and how to use them can be found on the NARFE-PAC Web page.

Not sure where to start? Access the NARFE-PAC Toolkit or email Jason Freeman at jfreeman@narfe.org.
Governors: An Untapped Opportunity

America’s 50 state governors constitute an untapped opportunity for NARFE because of the Association’s structure and numbers. Several of the most recently elected state chief executives are eager to reduce taxes, creating the opportunity for NARFE to seek tax equity with the tax treatment of Social Security benefits. NARFE’s Indiana Federation won passage of such legislation in 2015.

A dozen states (shown below) will hold elections for governor in 2016. Most will be electorally competitive in the primaries or general elections or both. NARFE officers and members should use the Federal Family counts shown on our Protect America’s Heartbeat website to engage governors. Consider, too, inviting sitting governors and potential gubernatorial candidates to address federation conventions and take NARFE questions.

http://www.centerforpolitics.org/crystalball/content/images//2015-12-10_Gov_Map.png
Virginia Federation Website Includes State Legislation Newsletter
Patti Downs, the Virginia Federation of Chapters’ state legislative chair, writes a quarterly newsletter for NARFE’s third largest federation. Article subjects include NARFE’s State Political Account Fund distributions (see inset on right), election results, chapter advocacy activities and high-priority advocacy needs. The November Virginia State Legislation Newsletter, Virginia 2016 State Legislation Brochure, 2016 State Legislation Talking Points and other resources for state advocates are available at the left margin of the Virginia Federation homepage.

2016 Outlook: Budgeting Remains a Challenge Despite Fiscal Stability
Fitch Ratings says its outlook on all 50 states is stable going into 2016 – the first time that has happened since the December 2007-June 2009 Great Recession. Still, contentious budgeting sessions in Illinois and Pennsylvania (which still don’t have budget agreements) do not bode well for the next fiscal year. That dynamic seems likely to continue for reasons both ideological and practical. Budget managers face ongoing demands for additional spending on one side and tax relief on the other, and the pace of revenue growth is insufficient to satisfy all. READ MORE

Asymmetry in State Fiscal Planning
A September article on the Urban Institute website also cited the previously mentioned trend. The tenuous balance between revenues and outlays in state finances is becoming more precarious. On one side of the ledger, the growth in the traditional sources of state revenue is slowing down; on the other, expenditure growth is poised to accelerate. As a result, states will increasingly face more difficult annual budget challenges as they attempt to satisfy balanced-budget requirements.

President Signs Sweeping Education Law; Power Shifts to States
With the support of the nation’s governors, Congress and President Obama are setting the nation’s public schools on a sweeping new course of accountability that will change the way teachers are evaluated and how the poorest-performing schools are pushed to improve. Among the changes: Encouraging states to limit the time students spend on testing and diminishing the high stakes for underperforming schools.

Supreme Court Decision Could Upend Legislative Maps Nationwide
According to the Brennan Center for Justice, a big upheaval could be coming for America’s state legislatures. On December 8, the Supreme Court heard oral arguments in Evenwel v. Abbott, a closely watched case from Texas that will decide whether states must change the way they draw legislative districts. The new analysis in this paper shows that if the Evenwel challengers prevail, the nationwide impact will be far greater than previously assumed. READ MORE

Unrepresentative: The Demographics of State Legislatures
Stateline and the National Conference of State Legislatures looked at the makeup of state legislatures, from gender to racial and educational backgrounds. The three-part series includes analytical articles and interactives.
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 and retirees 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

- In a December 23 report on Federal News Radio, Meredith Somers wrote that the 2015 Open Season was the busiest on record and interviewed NARFE’s Director of Federal Benefits Service David Snell. The Office of Personnel Management (OPM) reported that nearly 710,000 transactions were processed during the enrollment period, approximately 275,000 more transactions than in 2014 and more than double the number in 2012. “It was just overwhelming,” said Snell. “As much as they knew this was coming, [OPM] still couldn’t handle the traffic as much as they’d like to.” Snell said that OPM prepared well in advance, informed agencies and instructed them on the processing of new enrollment codes. The popularity of the new Self Plus One option accounted for much of the increased volume. For those current feds who were unable to complete their sign-ups by mid-December, OPM is offering an additional limited enrollment period during February. To read the full article, click here.

- In Mike Causey’s December 10 “Federal Report,” he gave kudos to NARFE’s coverage of Open Season plans. He wrote:

  “The December issue of narfe magazine has an excellent section on all the health plan choices for both active and retired federal workers. In easy-to-read fashion, the magazine goes in detail into the changes that are being made in the fee-for-service (national) plans for 2016. And it has a monthly what-you’ll-pay premium guide. And detailed information on coverage for both people who don’t have Medicare, and the best plans for those with Medicare Part A and / or Part B.

  “Normally, narfe magazine is only for NARFE members, which makes sense. But NARFE has agreed to open up its magazine this month for nonmembers. All you have to do is click here and start shopping.

  “So good luck to you. And many thanks to NARFE for allowing nonmembers a peek at their magazine. And maybe see what they are missing.”

Click here to read the entire article.


  “Absent a permanent fix in the methodology,” Thissen said, “[the] bill is a good step forward in providing our nation’s seniors and veterans some much-needed relief in offsetting their rising health care costs.”

The payout would be funded by closing a tax loophole that has allowed corporations to write off executive bonuses as business expenses for tax purposes. To read the article in its entirety, click here.

- A December 1 story in the FederalTimes on the Self Plus One option quotes NARFE National President Richard G. Thissen, who praised the health insurance option for its flexibility. “NARFE members have
long advocated for this change,” said Thissen, “and we are pleased it will finally be an option.” The article goes on to report that an analysis shows that the savings between Self Plus One and Self and Family is likely to amount to no more than $100 to $200 per year, and in some cases will cost even more than family coverage, wrote Walt Francis, principal author of Checkbook’s Guide, an annual report of federal health insurance costs and coverage.

In a November 24, 2015, article appearing on www.wral.com, NARFE Legislative Director Jessica Klement weighed in on factors that are delaying the adoption of phased retirement; considerations that haven’t received a lot of press – the necessity for agreements between management and labor in unionized workplaces and that many federal employees eligible for this program are managers who are required to work full time. “A lot of these people who would qualify for phased retirement are senior staff and management,” says Klement. “How do you allow someone who is managing a department to take two days off per week?” She also noted that NARFE is receiving phone calls asking when phased retirement will come to their agencies.

The article also reported that, to date, the Office of Personnel Management (OPM) has only finalized 16 applications for phased retirement from workers at the Library of Congress, NASA, the Broadcasting Board of Governors and the Energy Department, and that it expects to soon receive 12 more from the Smithsonian Institution as well as a draft phased-retirement policy from the Interior Department this spring.

NARFE’s Director of Federal Benefits Service David Snell was the guest on Federal News Radio’s “Your Turn,” show with Mike Causey on November 24, 2015. The program’s theme – “Are you in the wrong health plan?” – explored the new Self Plus One option and the pros and cons of several plans that are available during Open Season.

Snell noted that federal employees and retirees and their families and survivors have good comprehensive coverage, including prescription drugs, under the Federal Employees Health Benefits Program (FEHBP). He went on to say that Blue Cross/Blue Shield (BCBS) standard and basic both have very good prescription drug coverage. GEHA has good prescription coverage unless you need brand name drugs, and their copays are higher than those of BCBS. NALC (National Association of Letter Carriers) has very good prescription drug benefits. All in all, no one should go wrong with any of these prescription plans, because they’ll get prescription drugs covered in part, if not in whole.

Addressing the issue of costs surrounding the new Self Plus One option of FEHBP, Snell said, “About 5 percent of enrollees in Self and Family will pay a little more if they choose to go to Self Plus One. My advice is if you’re in Self and Family and it’s cheaper for you than Self Plus One, stay with Self and Family.”

Snell said that “a question my department has been hearing a lot recently is: ‘If we go to Self Plus One, are we losing any benefits?’ The answer is ‘absolutely not’. You still get the same benefits whether you are in Self and Family or Self Plus One.”

Causey and Snell concurred that it will take at least a year of experience to discover if the premiums are calibrated properly. “This year, OPM used the Self and Family model and modified it a bit to come up with Self Plus One,” said Snell.

At the conclusion of his November 13 Federal News Radio report on Medicare Part B and the “hold harmless” provision, Mike Causey gave an endorsement for Tammy Flanagan’s NARFE pre-retirement webinar, which is free for NARFE members and $39.95 for nonmembers and includes a one-year membership.

In his November 11 “Federal Eye” column in The Washington Post, Joe Davidson wrote that 2016 Federal
Employees Health Benefits Program (FEHBP) premium increases are frustrating many federal retirees. Davidson noted that FEHBP covers 8.2 million employees, retirees and their families. He then quoted NARFE’s Federal Benefits Service Director David Snell, who explained that “a single large pool of enrollees, consisting of those who are high insurance risks and those who are low insurance risks, spreads the risk over the entire pool and thus allows the FEHBP to obtain a higher level of coverage and lower premium costs for the group as a whole.” Snell went on to say that some drugs, including “expensive life enhancing/preserving drugs,” account for 33 percent of the total FEHBP costs. “NARFE does not believe it would be advantageous to federal retirees,” said Snell, “to allow them a separate option.”

Local Coverage

- NARFE representatives attend congressman’s breakfast fundraiser

In a news item posted on October 25 to Fredericksburg.com, representatives from NARFE’s Virginia Federation − Second Vice President Leslie Ravenell, Area XIII Vice President Maureen “Moe” Nolet, and 1st Congressional District Liaison Gaston Gianni − attended a breakfast with Rep. Rob Wittman, R-VA, in Fredericksburg. Rep. Jason Chaffetz, chairman of the House Oversight and Government Reform Committee, was the guest speaker. The federation officers had the opportunity to meet and speak with Rep. Wittman about NARFE. Pictured are (from left) Ravenell, Wittman, Gianni, Chaffetz and Nolet.

Passages

Tom Prettyman, NARFE Life Member and immediate past president of the Nevada Federation, passed away on November 11, 2015, at age 77. He had been a NARFE member for 23 years. Prettyman served NARFE as Nevada Federation president for 6½ years, and was president of Carson City Chapter 1329. He also worked on three national conventions held in Nevada: 2006, 2012 and the upcoming convention in Reno. In addition, he organized four federation conventions. Tom was an Air Force veteran with 7½ years’ service. Upon leaving the military, he went to work for the National Security Agency. In 1989, Tom retired from the Department of Defense where he had been a public safety director for facilities in five Gulf Coast states. He served his local community as the police chief of Babbit, NV, and as a criminal justice instructor at local community colleges. He is survived by Yvonne, his wife of 25 years.

Peter J. Ales, former Regional Vice President (Region IX, 1994-2000), passed away on February 19, 2015, at the age of 89, following a long illness. During much of his federal career he had been a Foreign Service officer, assigned to posts in Yugoslavia; India; Iran; Brazil; Jamaica; Greece; and Washington, DC. Born Peter Alevizakes in Billings, MT, to Greek immigrant parents, he moved to Greece with his family at age 9. During World War II, he fought with the Greek resistance against the Germans. After returning to the U.S. at 18, he enlisted in the Army as a member of the 93rd Airborne Division and later served in the Air Force and was stationed in Okinawa. Following his career in the Foreign Service, Ales and his wife, Katina, made their home in the Seattle area, where he worked for both the federal and state governments. He was active in Democratic party politics and taught classes in civics at a local high school.
Tuesday, November 17, 2015

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 Jim Crawford
Region II Evelyn Kirby
Region III Jerry Janci
Region IV Ed Konys
Region V Carol Ek
Region VI Marshall Richards
Region VII Rodney Adelman
Region VIII Helen Zajac
Region IX Lanny Ross
Region X William (Bill) Shackelford

Staff
NEB Executive Assistant Marian Uffen
NARFE Parliamentarian Paul Lamb
Director of Legislation Jessica Klement
Director of Marketing Bridget Boel

Guests
Sabatier Consulting, Lou Ann Sabatier
Sabatier Consulting, Ed Fitzelle
eNARFE Chapter 2363 President Tom Longo
DC Federation President Randy Clarke
SC Past Federation President Kathryn Hensley
Gina Adelman
Margaret Janci
Jan Crawford

National President (NP) Thissen called the meeting to order and introduced the visiting guests. He thanked Jessica Klement and Bridget Boel for work well done and announced that we have had very successful webinars.

NP Thissen began with a discussion of the strategic plan.

Lou Ann Sabatier facilitated the discussion of the strategic plan; which included the following items:

- The Executive Summary
- NEB to transition into BOD (Board of Directors)
- Hiring an executive director
- NARFE’s brand; re-branding
- Stabilize and grow membership; non-mandatory chapter membership
- Mission statement
- Situation analysis
- Tag line should identify what we do; Secure the Future
- Organization and structure
- Revenue; non-dues revenue
- Profiling

Boel presented NARFE membership history document.

Continued discussion of strategic plan.

- Member deaths are outweighing recruitment
- Financial stabilization — Cannot continue “business as usual”

There was a discussion of reducing the number of regions from 10 to five or seven. Following the discussion, the following motion was presented:
Motion #01-11-15. SUBJECT: Number of Regions. Motion made by Regional Vice President (RVP) Zajac and seconded by RVP Ross “that the NEB rescind Motion #03-02-14 and return to 10 regions.” With a vote of seven yeas and four nays, the motion passed.

The individual votes are as follows:

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<tr>
<th>YEA</th>
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<tr>
<td>Region III VP Janci</td>
<td>Region I VP Crawford</td>
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<td>Region IV VP Konys</td>
<td>Region II VP Kirby</td>
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<td>Region V VP Ek</td>
<td>Region VII VP Adelman</td>
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<td>Region VI VP Richards</td>
<td>NS/T Dowie</td>
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<td>Region VIII VP Zajac</td>
<td>Region X Shackelford</td>
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With no further business, the meeting adjourned.

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**Wednesday, November 18, 2015**

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 Jim Crawford
Region II Evelyn Kirby
Region III Jerry Janci
Region IV Ed Konys
Region V Carol Ek
Region VI Marshall Richards
Region VII Rodney Adelman
Region VIII Helen Zajac
Region IX Lanny Ross
Region X William (Bill) Shackelford

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Director of Marketing Bridget Boel

**Guests**
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Sabatier Consulting, Ed Fitzelle
eNARFE Chapter 2363 President Tom Longo
SC Federation Past President Kathryn Hensley
DC Federation President Randy Clarke
CA Federation Past President Lea Zajac
Gina Adelman
Margaret Janci

NP Thissen called the meeting to order.

Lou Ann Sabatier continued her facilitation of the strategic plan discussion.

Discussion of non-mandatory chapter membership; each RVP gave input on the feelings from their regions.

After a discussion, the following motion was presented:

**Motion #02-11-15. SUBJECT: Strategic Plan and Support of Optional Chapter Membership. Motion**

made by RVP Adelman and seconded by RVP Shackelford “that the NEB support optional chapter membership strategy and that appropriate bylaw change be written for presentation to delegates at the 2016 National Convention.” With a vote of nine yeas and two nays, the motion passed.
The individual votes are as follows:

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Discussion of OMOV (One Member One Vote).

Following a discussion, the following motion was presented:

**Motion #03-11-15. SUBJECT: One Member One Vote. Motion** made by RVP Richards and seconded by RVP Ross “that a resolution be submitted to the 2016 National Convention to change national voting so that all members have one equal vote. This would mean that any member will be allowed to run for national office.” With a vote of nine yeas and two nays, the motion passed.

The individual votes are as follows:

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Discussion of RVPs and their role on the BOD (Board of Directors)

Discussion of dues.

Following a discussion, the following motion was presented:

**Motion #04-11-15. SUBJECT: Dues. Motion** made by RVP Kirby and seconded by RVP Konys “that the NEB support setting dues by the NEB no more often than biennially.” With a vote of seven yeas and four nays, the motion passed.

The individual votes are as follows:

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<td>Region IX VP Ross</td>
<td>NS/T Dowie</td>
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At a post-NEB meeting email vote, the following motion was substituted for Motion #04-11-15:

**Motion #04-11-15. SUBJECT: Dues. Motion** made by RVP Adelman and seconded by National Secretary/Treasurer (NS/T) Dowie “that the NEB support setting dues by the NEB, no more often than biennially, with any increase not to exceed 10 percent.” It will be ratified at the next NEB meeting.

Discussion of whether duties of NP, NS/T and Executive Director should be included in the policy book.

Discussion of compensation for RVPs.

Discussion of hiring an Executive Director.

Following a discussion, the following motion was presented:

**Motion #05-11-15. SUBJECT: The Need to Hire Executive Director for NARFE. Motion** made by RVP Ross and seconded by RVP Adelman “that we pursue the path to hire an Executive Director. Actions needed, but not limited, will include a search group, pay and benefit compensation, etc. We will need to find the way to pay for the position.” With a vote, the motion unanimously passed.

Continuation of discussion of compensation for RVPs.

Continuation of whether duties of NP, NS/T and Executive Director should be included in the policy book.

Following a discussion, the following motion was presented:

**Motion #06-11-15. SUBJECT: Policy Book. Motion** made by RVP Kirby and seconded by RVP Konys “that the NEB develop and update as needed position descriptions to be placed in the policy book for the following: National President, National Secretary/Treasurer and Executive Director.” With a vote, the motion passed by consensus.

With no further business, meeting adjourned.

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**Thursday, November 19, 2015**

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 Jim Crawford
Region II Evelyn Kirby
Region III Jerry Janci
Region IV Ed Konys
Region V Carol Ek
Region VI Marshall Richards
Region VII Rodney Adelman

Region VIII Helen Zajac
Region IX Lanny Ross
Region X William (Bill) Shackelford

Staff
NEB Executive Assistant Marian Uffen
NARFE Parliamentarian Paul Lamb
Director of Legislation Jessica Klement
Director of Marketing Bridget Boel
Deputy Director/Marketing Monica Williams
Deputy Director/New Business Dev. Jennifer Bialek
Marketing Assistant Dana Esposito
Human Resources Director Carla Mazique
Budget & Finance Director Tayo Coker

Guests
eNARFE Chapter 2363 President Tom Longo
SC Federation Past President Kathryn Hensley
DC Federation President Randy Clarke
CA Federation Past President Lea Zajac
Jan Crawford
NP Thissen called the meeting to order and introduced new outsourced, part-time HR Director Carla Mazique. He thanked the board for its hard work at this meeting.

Legislative Director Klement provided a legislative update, including a look back at NARFE’s accomplishments in 2015, which, to date, was a very successful year for NARFE. Klement then discussed the department’s priorities in 2016, which will be legislatively brief with the presidential election. She provided updates on NARFE’s media coverage in 2015 (633 hits), the strongest year for press coverage NARFE has had in recent years. Klement ended her presentation with an update on reaching NARFE-PAC goals set at the beginning of the year.

The NEB went into Executive Session.

The NEB came out of Executive Session, and the following **motion** was presented:

**Motion #07-11-15. SUBJECT: Authorize National Secretary/Treasurer to Pursue Steps to Close a Chapter.** Motion made by RVP Adelman and seconded by RVP Zajac “that the NEB authorize the National Secretary/Treasurer to correspond with a troubled chapter to determine compliance with bylaws and to take necessary further action. With a vote, the **motion** passed by consensus.

Budget & Finance Director Tayo Coker gave a presentation on the 2016 budget.

After a discussion and Q&A, the following **motion** was presented:

**Motion #08-11-15. SUBJECT: Approval of 2016 Budget.** Motion made by NS/T Dowie and seconded by RVP Ross to approve the 2016 budget. With a vote, the **motion** passed by consensus.

The Board listened to a Legislation webinar.

Director Boel discussed membership/marketing to include 2015 membership drive. 2015 priorities include recruitment, renewals/engagement. Online advertising continues to perform well, providing both brand exposure and prospects.

Deputy Director Jennifer Bialek introduced her assistant, Dana Esposito.

Deputy Director Monica Williams presented information on Federal Benefits Institute webinars, which is generating new members. Fundraising includes holiday cards and calendars.

Bialek spoke about distributing a sponsorship book for 2016, which includes advertising. This would be mainly for the national convention,

2016 National Convention: Duties have been shifted around with the departure of some employees; changes are being made with preparation for and functions there. NP Thissen announced the cut-off date for delegate counts will be mid-January 2016. Looking into new software to assist with registration; onsite registration will be alphabetical, not by region.

NP Thissen addressed convention committees/forms; will be online, except for approximately 70 chapters that will use the paper form. These will go out December 7 to chapter presidents, federation presidents and RVPs.

NP Thissen invited Lea Zajac as Convention Committee Coordinator to say a few words about what he’s been working on for the upcoming 2016 National Convention.

RVP Adelman offered a challenge to the other RVPs: to meet or exceed the participation of Region VII in the monthly legislative webinars.

With no further business, the meeting adjourned.
**The next scheduled NEB meeting will be held March 22-24, 2016, at NARFE HQ in Alexandria, VA.

Jon Dowie
National Secretary/Treasurer