



**Contributions to our country
by members of**



Sponsored by
The Colorado Federation of
National Active and Retired Federal Employees

2021

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Introduction



America's unsung heroes: That's the story of today's federal employee, working hard every day to solve the complex problems faced by society. Public servants confront head-on the wide range of challenges that our nation faces each day, and they do so from the heart. Straight from the headlines: public health and safety, supply chain management, infrastructure maintenance, education, economic stability... the list goes on. These are all areas where federal workers shine.

For too long, a pervasive narrative has been undercutting the good work of these and all public servants. We all know the value of public service, but when federal workers are maligned with unproductive commentary and unsupported criticisms, it tarnishes the reputation of civil servants.

The American people need to understand that effective government goes beyond any one elected leader or even any group of officials—and certainly beyond any particular party. We are proud to celebrate the dedication of federal employees—past, present and future—in helping to ensure the public good. And I'm optimistic that our community—the NARFE community—is best positioned to elevate the discourse about the function, composition, dedication, capabilities and effectiveness of the federal workforce. After all, who better to tell the story of federal workers than federal workers themselves?

On the pages that follow, you'll see a more accurate picture of federal civil servants—amazing people doing great work for the government—here in the Centennial State or at assignments at other locations in the United States and abroad throughout their careers. Most of us will never interact with individuals like these on a daily basis. But, in some way, we are all the beneficiaries of their hard work, talent and passion to ensure that government is run for—and by—its people.

It takes a special person to be a federal employee. NARFE is here for all of them with valuable guidance, timely resources and powerful advocacy.

Ken Thomas
NARFE National President

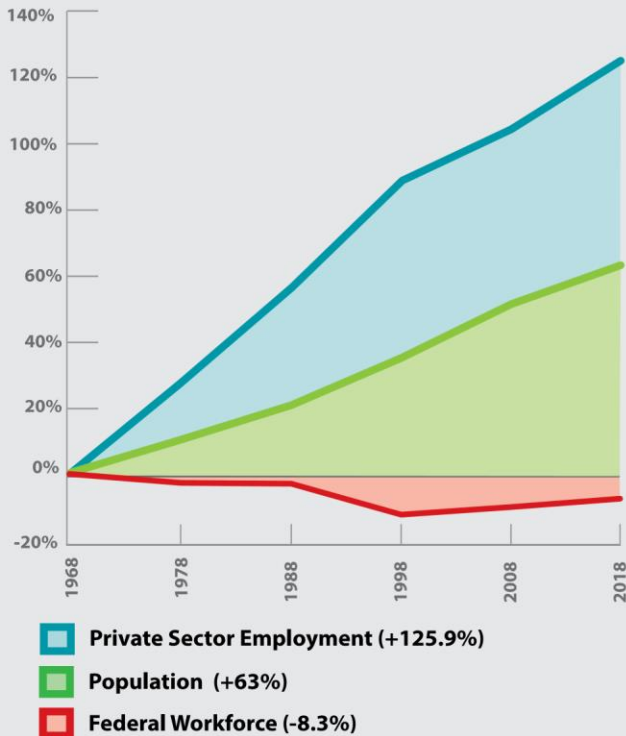
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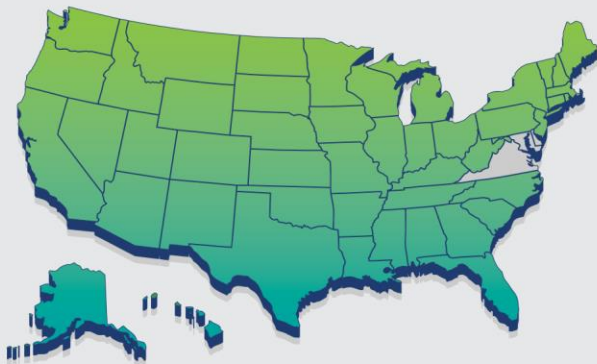
For National Members: Chap #0000

America's Federal Family at a Glance

Since 1968, the federal workforce has **DECREASED 8.3 percent**, while private-sector employment increased over 125 percent



U.S. workforce and population changes since 1968



85% of federal employees live and work outside of the Washington, D.C. area

TWO-THIRDS of federal, non-postal employees defend our homeland, support our military and care for our veterans



34.9% Department of Defense
18.5% Department of Veterans Affairs
9.7% Department of Homeland Security
5.4% Department of Justice
68.5% of Federal Workers

Median years of tenure with current employer

8.3 years Federal government

3.8 years Private sector

(2018)

30.9% of federal employees are veterans



(2018)

43.1% of Defense Department federal employees are veterans



(2018)

105,000+ veterans work for USPS

For more information, please contact the advocacy department at advocacy@narfe.org

About NARFE

NARFE's Mission Statement

- To support legislation beneficial to current and potential federal annuitants and to oppose legislation contrary to their interests.
- To promote the general welfare of current and potential federal annuitants by advising them with respect to their rights under retirement laws and regulations.
- To cooperate with other organizations and associations in furtherance of these objectives.



NARFE Is YOUR Association

NARFE is THE association for all federal employees, retirees, and their spouses. Members have access to reliable information on federal service compensation, benefits and retirement; quality assistance in understanding these; advocacy with Congressional and state elected officials for current and future federal civil service laws and regulations; and savings on relevant products and services. Locally, NARFE chapters offer the opportunity to interact with other federal employees, retirees, and their spouses, and to engage in grassroots advocacy and leadership roles.

NARFE Is Your Information Resource

Federal compensation, retirement and benefits plans are unique, complex and subject to change. They include General Schedule wages and salaries, agencies' special authority for compensation, retirement annuities, contributory retirement investments, health care, life insurance, long term care, higher education support, and other important benefits. NARFE provides federal workers, retirees, and their spouses with the clear, reliable and accessible counsel they need to make critical decisions and gain confidence in a secure future. NARFE webinars, training conferences, the **NARFE Magazine**, online benefit resource library, and individual counseling services all offer in-depth expertise on key issues. NARFE members have access to the **NARFE Federal Benefits Institute**, an online learning center with live and recorded presentations and valuable resources, and experts from the **Federal Benefits Institute** are available for personalized, one-on-one help for a variety of federal benefit matters. NARFE keeps members informed of any changes that might occur, helping them take charge of their federal benefits and financial future to make well-informed pre- and post-retirement choices.

NARFE Is Your Legislative Voice

NARFE's national legislative program is advanced in Congress by a team of registered lobbyists; an active and informed network of grassroots member-activists in every state and congressional district; and a member-supported **Political Action Committee (PAC)** funded by voluntary donations. Members have exclusive access to the **NARFE Legislative Action Center**, where they can participate in protecting their benefits by sending their own messages directly to Capitol Hill. The **NARFE Magazine** and weekly **NARFE NewsLine** e-newsletter are comprehensive hubs for federal legislative analysis and reporting on Capitol Hill and agency developments concerning compensation, retirement and benefits.

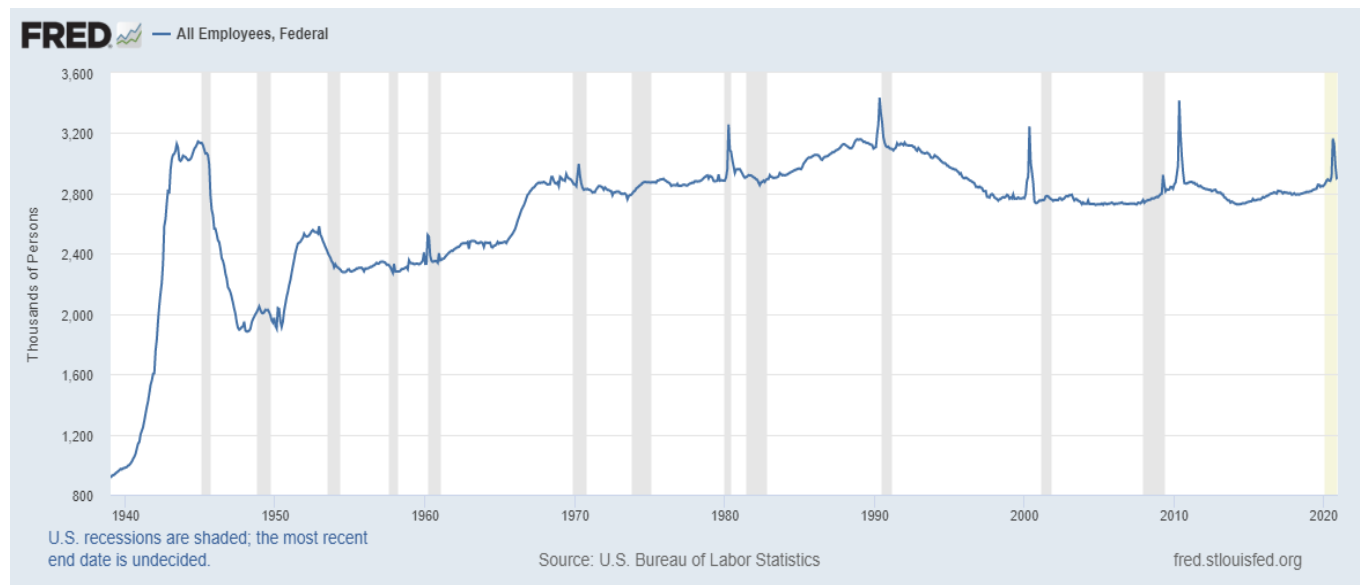
NARFE's History

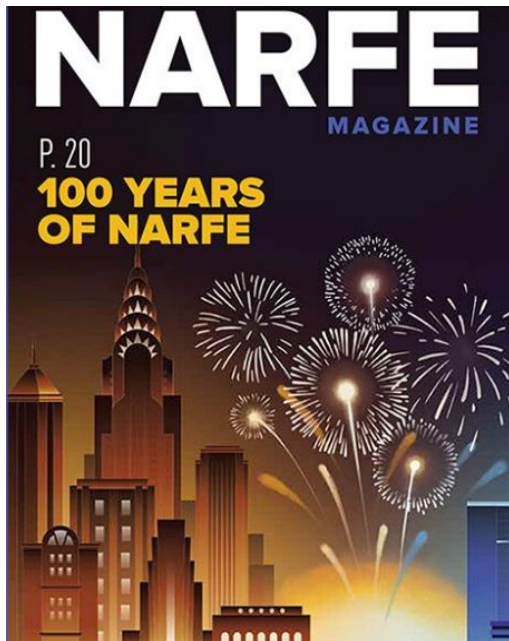
The United States civil service system dates back to the Pendleton Act of 1883. This Act was signed into law by President Chester A. Arthur after the assassination of President James A. Garfield in 1881, when he refused to appoint the assassin to a federal position. Until then, it was common for government positions to be awarded in return for political favors. The Act replaced a 'spoils system' with a merit-based system for the 2000 federal positions of the day. It set up mechanisms for hiring qualified employees through competitive examinations, protected them from arbitrary dismissal, and established a Civil Service Commission for oversight.

The Civil Service Commission first recommended the adoption of a retirement plan for federal employees in 1899, but one was not created until President Woodrow Wilson signed the Civil Service Retirement Act in 1920. Within a year after it became effective, 14 federal retirees met in Washington, D.C., and founded the Association of Retired Federal Employees, the beginning of NARFE. Its mission was to work for "the betterment of the status of retired federal employees." The organization has been continuously active since 1921.

In 1924, ARFE changed its name to National Association of Retired Federal Employees (NARFE) and lobbied Congress to increase annuity rates and provide increases for those already retired. NARFE went on to fight for annuities for surviving spouses and retired postmasters. These benefits were enacted in 1939, along with the Hatch Act, which prohibited active participation by federal workers in partisan politics. By this point, the nation's civilian workforce had grown to more than 1 million.

World War II led to a boom in federal workers (almost 3.2 million at peak), and was followed by a bust (a low of around 1.9 million in the late 1940's). NARFE advocated for expanded retirement coverage, optional retirement, fairer annuity computation methods, and survivors' benefits, much of it codified in the Civil Service Retirement Act of 1948.





Around this time, NARFE began chartering chapters across the nation, organizing state federations, holding biennial conventions, and publishing a monthly magazine, *Retirement Life* (which continues today as the *NARFE* magazine). NARFE membership grew from 8,000 in 1945 to 65,000 by 1952.

From the 1950's through the 1990's, as the federal workforce grew, NARFE worked to eliminate benefit inequities among federal retirees and their spouses, keep pace with private sector benefits, coordinate federal benefits with Social Security and Medicare, and stay ahead of inflation. It secured matching employer contributions to the Civil Service Retirement Trust Fund; annuities for widows of federal retirees; retiree health benefits; cost-of-living-adjustments (COLAs) for annuities; and no mandatory retirement. NARFE's membership grew to over 300,000, which included President Lyndon B. Johnson.

The 1980's brought federal budget proposals to freeze civil service pay, reduce COLAs, and dismantle the federal retirement system. To

counter these assaults, NARFE chartered a political action committee (NARFE-PAC), separate from the membership organization. Members' voluntary donations could now support congressional candidates who endorsed NARFE's goals. Through alliances with other federal employee organizations, such as the military and postal service, NARFE was able to fight back COLA cuts and study the impacts of moving to 401(k)-type retirement contributions. NARFE's input helped to ensure full funding for the Civil Service Retirement Trust Fund, as well as the viability of the new Federal Employees Retirement System.

NARFE also fought a series of changes to how federal retirement income was taxed. It argued against a formula for calculating Medicare premiums that would have forced federal retirees to pay up to *seven times more* than private sector Social Security recipients. NARFE lobbied many states to apply the same tax laws used for state annuities to federal annuities and argued the issue before the Supreme Court, which upheld the equitable taxation of state and federal annuities nationwide. It then led efforts in 23 states to obtain tax refunds for affected federal retirees. NARFE also supported legislation to prohibit states from taxing federal retirement incomes of former residents now living in other states (double taxation).

More recently, NARFE gained access for federal employees to long term care insurance, the first new governmentwide federal benefit in 40 years. It continues to fight against the penalties of the Government Pension Offset and the Windfall Elimination Provision. Membership was opened to active federal employees in 2004, when NARFE officially became the National Active and Retired Federal Employees. It remains a not-for-profit, non-partisan association of current and retired federal civil servants and their spouses.

COLORADO'S FEDERAL FAMILY

**Total Active and Retired
Federal and Postal Employees**
101,087

Colorado's Federal Family

Federal Annuitants ¹ **53,216**
 Active Federal Employees ² **37,455**
 U.S. Postal Service Employees ³ **10,416**

Colorado's Largest Employers ⁴

#3 Department of Defense
#4 United States Postal Service
#5 Department of Veterans Affairs

Colorado's Federal Employees⁴

Department	Employees	Largest Agencies within Department
Agriculture	3,607	Forest Service
Commerce	1,466	
Defense	11,104	Peterson Air Force Base, Army Medical Command, Ft. Carson Army Base, Air Force Academy
Justice	821	
Labor	306	
Energy	768	
Education	49	
Health and Human Services	725	
Homeland Security	671	
Housing and Urban Development	317	
Interior	6,398	National Park Service (NPS), Geological Survey, Bureau of Reclamation, Office of the Secretary
State	38	
Transportation	1,376	Federal Aviation Administration (FAA)
Treasury	641	
Veterans Affairs	6,908	Veterans Health Administration, VA Eastern Colorado Health Care System
Non-Cabinet agencies	2,260	Social Security Administration (SSA), Environmental Protection Agency (EPA), General Services Administration (GSA)
Total	37,455	

¹Office of Personnel Management (OPM) Fiscal Year 2019

²Office of Personnel Management (OPM) June 2019

³Postal Regulatory Commission (PRC) May 2020

⁴Career One Stop <https://www.careeronestop.org/>

The NARFE Colorado Federation



Welcome to our first collection of career biographies from NARFE's Colorado members! We are proud of their contributions to our country and its citizens, and hope you enjoy learning more about their experiences.

These histories represent just a brief glimpse into the lives of a few of the 100,000 federal employees and retirees who reside in Colorado. Each has a story to tell about their service. Many of them were born in other states and even overseas, and have worked at federal offices across the U.S. and in foreign countries. The diversity and expertise they bring to Colorado enrich the many lives they touch every day, as well as our state's identity.

About 49,000 of Colorado's federal civilian workers are currently working in over a dozen federal departments and agencies. Three of these—the Department of Defense, U.S. Postal Service, and Veterans Affairs—are among the top ten employers in Colorado. But even smaller federal employers such as the National Park Service, U.S. Forest Service, Department of Agriculture, Department of Commerce, and Federal Aviation Administration have thousands of positions in Colorado and maintain service centers and facilities across the state in urban, suburban and rural settings.

Almost 53,000 former federal employees have chosen to make Colorado their home in retirement. They bring their energy, expertise, and families to hundreds of Colorado communities across the state. As their stories show, many of them participate in other charitable and service organizations. Along with their salaried counterparts, they support the economic success of Colorado's businesses, and contribute to county and state governments through property, sales and income taxes.

NARFE in Colorado is almost as old as our national association. Our oldest chapter, Denver—Capital City, was the 81st chapter in the nation. As we approach NARFE's 100th anniversary in 2021, NARFE in Colorado is still going strong, with about 4,700 total members and a dozen chapters across the state. You can find more about the Colorado Federation, its activities, and chapters at <http://www.narfe-colorado.com/>.

If you are an American citizen, I hope these career summaries encourage you to thank a federal employee or retiree for their civil service. If you have served the American people in the federal government, I hope this booklet inspires you to join NARFE.

Paula Simmons
NARFE Colorado Federation President

To view a digital version of this booklet,
visit our Colorado Federation web site
at <http://www.narfe-colorado.com>

To order additional hard copies of this booklet,
please contact Paula Moore at
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See end of booklet for
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See end of booklet for
NARFE Congressional District
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Biographies of NARFE Members

Charles Carter



Charles began his federal civil service in 1955, after serving four years with the U.S. Air Force in the Air Police and as a draftsman.

He was hired as a draftsman for the Bureau of Reclamation in Ogden, Utah, to develop plans for the design and construction of roads, dams and reservoirs on government land throughout the state. His projects included a 6-mile-long dike near Brighton City to catch water from Willard Bay, an arm of the Great Salt Lake. The result was 36 square miles of pure, fresh water that could be pumped to Salt Lake City instead of draining into the Great Salt Lake. He was also involved in raising a dam 30 feet at the Pineview Reservoir above Ogden to provide irrigation water. For this project, he also worked in the field on the survey team.

In 1959 he was hired by the Department of Defense at Hill Air Force Base, where his primary duty was Electronic Equipment Specialist. In this position, he calibrated equipment for jet fighter planes. This led to a position on the Minute Man Missile Program. One of his most notable achievements was a suggestion for an equipment change that ultimately saved the government \$3 million. As a result of this contribution, he

received a Civil Service Award. Charles retired in 1976 with 25 years of federal service.

From 1974-1990 Charles was American Federation of Government Employees (AFGE), AFL-CIO National Vice President of District 13, serving 81 AFGE local chapters. He represented 5 states (Utah, Arizona, New Mexico, Colorado and Wyoming) and served 83,000 employees under federal contract. He retired from AFGE/AFL-CIO in 1990 after 16 years. In retirement, he was self-employed as a consultant and arbitrator.

From 1990-1992, Charles was active with the NARFE Colorado Federation and Chapter 1085 as an officer. He served as National President and CEO of NARFE from 1992-1994. He remains active in NARFE Mory Lewis Chapter #1085 in Lakewood, where he shares his wide-ranging and varied experiences.

Charles continues to serve federal employees, annuitants and Colorado senior citizens through participation in the Colorado Senior Lobby. He considers his recent work on the passage of a bill for Mandatory Reporting for At-Risk Adults Abuse to be a personal achievement. This legislation became law in Colorado July 1, 2014, after 19 years of state-wide lobbying. Charles is also active in other groups, including AARP, HUD Seniors High-Rise Living (settling seniors' complaints), St. Anthony volunteer survey of stroke victims, the Senior Resource Center, and Colorado Boys and Girls Club.

Tom Cherry

Tom's first experience working for the Government was in the summer of 1964, when he worked on a Blister Rust Crew in Yellowstone National Park. After his third year of college (with the likelihood that he would be drafted), Tom joined the Navy and spent four years as a corpsman. His sea duty requirement was fulfilled while attached to the Marine Corps in Vietnam (Tet, 1968). Upon discharge, he immediately returned to Yellowstone as a seasonal law enforcement Park Ranger.

He continued to work there for five summers and one winter season, while completing his degree in Business Management. He was then offered a permanent job with the U.S. Army Corps of Engineers as a Park Ranger in northern California. In 1978, Tom returned to the National Park Service (NPS) at Cape Cod National Seashore, and went on to complete over 30 years of service in park and recreation areas. He held various supervisory/managerial positions during his career. He retired as the Law Enforcement Training Manager for the NPS at the Federal Law Enforcement Training Center (FLETC) located in Glynco, GA, in 2003.



After retirement, Tom was self-employed for 1½ years as a consultant and facilitator, working primarily with law enforcement field training officers. During that time, he completed a Master's Degree in Adult Education at Armstrong Atlantic State University in Savannah, GA. In 2004, he jumped at the chance to become a Senior Instructor/rehired annuitant with the Leadership Institute at the FLETC. Over the next 10 years, he had the opportunity to interface with mid-level managers of national policing organizations from 58 countries during 32 trips abroad, in addition to providing training for over 90+ Federal agencies that utilize the FLETC. During the last 18 months of his appointment, he was challenged to assist in the design and instruction of a 3-day leadership program utilized by 4000 supervisors of the Transportation Security Administration.

Since his second retirement from federal service, Tom has continued to teach part-time. He has now completed facilitating his seventh on-line session of "Social Intelligence" – a 200-level course offered at Eastern Kentucky University. Tom has been married over 47 years and has three grown children. Six years ago, he and his wife, Norma, left St. Simons Island, GA, and now reside in Loveland, CO. Tom is a member of NARFE Chapter #821 in Loveland.

Dion Dishong



Dion began his federal service as a summer laborer with the US Forest Service in the summer of 1958, working in the Helena National Forest in Montana. He earned his forestry degree in 1961, and returned to the Forest Service in Lincoln, Montana, for one more summer before joining the U.S. Army as a private.

At the end of his military service in 1978, Dion joined the Bureau of Land Management (BLM) as a civil engineering technician. He has worked on projects that involve well drilling, firefighting, forestry, real estate, utilities and construction. His military experience was essential in supporting the many military exercises conducted on BLM land.

Concurrent with his federal civil service, Dion continued to serve the military in the Army Reserve. He was assigned to a Reserve unit at the Denver Federal Center as an engineer officer. He notes that he has been involved with more kinds of engineering units and projects in the Reserves than in his 16 years of active duty, most of which were related in some way to his position at BLM. He has come to know other BLM employees at state and district office levels who are also in the military Reserves. He has observed first-hand the benefits that come from collaboration between the Reserves, BLM, and the U.S. Forest Service, including projects for roads, bridges, and culverts executed during engineering exercises by the Reserves. He retired from the Reserves as a lieutenant colonel.

Between 1961 and 1978, Dion served in the U.S. Army in a variety of combat engineer and intelligence position in the Pacific, including in Japan, Vietnam, Korea, and Hawaii. He attended Army Engineering School at Ft. Belvoir, Virginia, then worked in engineering intelligence at the U.S. Army Map Service in Tokyo, Japan, where he was commissioned as a second lieutenant in the Army Corps of Engineers. His next tour of duty was with the 7th Infantry Division in Korea. After additional training in engineering and airborne, he served in a variety of combat engineer and intelligence positions in Vietnam, Korea, and Hawaii, including the Intelligence Division of U.S. Army Pacific Command. Toward the end of his Army career, he served as facilities engineer at Camp A.P. Hill, Virginia, where he was responsible for construction, maintenance, and natural resource activities. Dion received the Bronze Star for combat engineering operations in Vietnam and the Meritorious Service Medal for mapping and intelligence work in Korea.

Dion is a member of Mory Lewis Chapter #1085 in Lakewood.

Ralph J. (Joe) Ellis

Joe was born, raised, and educated in Oklahoma. He served three years in the U.S. Navy during the Korean War (1955-1957) as a Communications Watch Officer encoding and transmitting intelligence information to the Pentagon. He was later transferred to the Pentagon, where he decoded and distributed messages to the Joint Chiefs of Staff and Chief of Naval Operations in Washington, D.C. After discharge, he used G.I. benefits to attend Oklahoma State University and earned bachelor's, master's and PhD degrees there in Wildlife Management.

After leaving college in 1960, Joe worked for the Illinois Natural History Survey, researching prairie chickens and raccoons. In 1966, he moved to Oklahoma City with his wife and infant son, where he had been hired to prepare a comprehensive plan for the Oklahoma Department of Wildlife Conservation, which is still in effect today. When big changes came to the Oklahoma political climate in 1972, he sought federal employment and was hired by the U.S. Fish and Wildlife Service (USFWS) in 1974.

Joe was trained as a supervisor at the Fort Worth and Galveston, Texas, USFWS offices. In 1974, he received his first supervisory assignment—to open a new field service office in Corpus Christi, TX. The primary task for this office (which included a staff of three biologists and a secretary) was to carry out the requirements of the “Fish & Wildlife Coordination Act.” This law requires that any person or group conducting activities that involve federal funding or federal oversight must coordinate with the USFWS to avoid or limit damage to natural resources, especially where endangered species are concerned.

In 1978, Joe was assigned to the USFWS Regional office in Albuquerque, New Mexico. He was responsible for coordinating with USFWS Field Offices in Texas, New Mexico and Oklahoma to ensure that their reports met the standards required by all applicable laws such as the National Environmental Protection Act, Fish and Wildlife Coordination Act, Endangered Species Act, and others. His final move and assignment were to Lakewood, Colorado in 1981, where he carried out the duties of Regional Environmental Coordinator. He assisted field offices in ensuring that their work met all environmental requirements.

Joe retired from this position in 1992, after 21 years of military and federal employment. Reflecting on his federal career, he feels that he has done his part in securing the safety and availability of our natural resources for future generations.

Joe is married to Judy, and both are Life members of NARFE Chapter #1040 in Arvada.

Eva Heller



Eva learned shorthand and worked in a business finance office while attending high school in South Dakota. Following her marriage and the birth of her first child in 1953, her local unemployment office suggested that she take the shorthand test for a secretary position at the Bureau of Reclamation. She had to take the test three times, but was finally hired into federal service, processing letters at a local Bureau office. When her husband left teaching to take a position in Aberdeen, South Dakota, she found another position in the Finance Branch of the Bureau of Indian Affairs (BIA).

Several years after joining the BIA, Eva was asked to investigate missing money at a South Dakota reservation. The results led to a decision by BIA Headquarters to provide on-site training on billing procedures, and Eva assumed this new responsibility. She began to travel to reservations to train office staff on the correct procedures for submitting their bills for federal payments. Initially the Finance Officer went with her to oversee her presentation, but she soon traveled alone or with a coworker to these remote areas.

On one such trip, she and another female employee flew into the Cheyenne River Reservation, near the Missouri River. By the time they were leaving, it was snowing heavily. They were asked to get out of the four-seat plane and pull down on its tail to help get it going. It worked, even though neither one of the ladies weighed a hundred pounds! On another winter trip in bad weather, she was flown into the Standing Rock Reservation. When they arrived, Eva left the four-seat plane and walked down a shoveled path to a shed surrounded by deep snow. She used the shed phone to notify the local office of her arrival. As she heard the plane take off, she began to worry about what to do if they never came for her. She had no way to contact the airplane!! That was the only flight that gave her “the shivers.”

Eva served in the BIA during a period of much unrest among some tribes, when they protested on the sidewalks outside of BIA offices such as hers in Aberdeen. Perhaps it was her lack of experience with reservations, but she had no fear of the protests, drumming, and chanting. During one week she spent at the Minneapolis BIA office, the drumming and chanting directly across the street literally terrified the other female employees, and they did not go out alone. For lunch, she would go out the back door with them, and it would lock behind them. To get back into the office, Eva would enter through the front door and then unlock the back door for the others to enter.

Eva’s federal job introduced her to experiences she couldn’t even imagine from her South Dakota background, and she thoroughly enjoyed her 20 years as a federal employee. She was amazed by the size of the harbor in Duluth, Michigan, and by views of Lake Superior on her visit to the Bad River Indian Reservation near Ashland, Wisconsin. She remembers her amazement as she watched ships passing through the huge canal and locks of the St. Lawrence Seaway. She also vividly recalls flying in to meet with tribal officials of the Ontonagon Indian Reservation (on Lake Superior in Wisconsin). She was amazed to find the keys to their rooms hanging outside on the door when she arrived around midnight!

After retiring, Eva immediately started helping her husband with bee keeping. She was invited to join the South Dakota Aberdeen Chapter of NARFE (#584) and was soon asked to take meeting minutes and fill other positions. To her surprise, the chapter president was the Finance Officer under whom she had worked when she was first hired by the BIA. After moving to Colorado, Eva has continued to contribute her skills and experience serving in various officer and supporting positions for NARFE Chapter #0081, Denver–Capital City, and to the Colorado Federation.

Joseph (Joe) William Hirman

Joe's federal service career spanned over 40 years, mostly in agencies of the Department of Commerce such as the National Bureau of Standards (NBS) and the National Oceanic and Atmospheric Administration (NOAA).

Joe was born and raised on a rural Minnesota farm. After high school, he joined the U.S. Air Force at the age of 17 to see more of the world and spent four years as an electronics technician at several stations in the U.S. and Canada, including the Arctic. Upon discharge in 1960, he enrolled in the Physics Department of the University of Minnesota, where he met his wife-to-be, Ella.

As he was completing his physics degree in the spring of 1964, recruiters from NBS invited him and Ella to visit their labs in Boulder, Colorado. Following Joe's college graduation, they offered him a position operating the Bureau's Central Radio Propagation Laboratory (CRPL) research instruments at Eight's Station, Antarctica (average annual temperature: -14° F!). After training in mountain climbing, survival, and research equipment, he spent the next 18 months there operating and maintaining four upper-atmospheric/ ionospheric instruments for CRPL and overseeing four other scientists at the station. Prior to leaving Eight's, he climbed a nearby mountain, which was later named Mt. Hirman in his honor.

When he returned from the Antarctic to a reorganized Department of Commerce, he found himself assigned to the newly-formed Space Environment Services Center (SESC), part of the Space Disturbance Lab. SESC was being set up to provide space weather support for government and civilian operations. The National Aeronautics and Space Administration (NASA) was a major customer of SESC because they were concerned about space weather hazards (especially solar radiation) for Apollo astronauts. NASA asked SESC for help installing solar monitoring equipment (radio and optical telescopes) at locations around the world to keep the sun under continuous observation.

In the fall of 1967, the head of SESC asked Joe to be the solar observer at the NASA tracking station in the Canary Islands, Spain. Ella said 'yes' and they headed to Spain with their four children. Joe's job was to monitor the data collected by radio and optical telescopes and to report to mission control in Houston on any solar activity (e.g., solar flares) that could result in increased radiation exposure for astronauts. After the APOLLO missions ended, Joe set up and managed the NOAA's Space Weather Center for the SKYLAB program at Houston mission control, so his family (now six children) moved to Houston. One of the most rewarding aspects of this duty was interaction with the SKYLAB astronauts, including attending their launch from Cape Kennedy and "splash-down" parties after they returned.

When the SKLYAB program ended in the spring of 1974, Joe and his family moved again, this time to Australia. Joe was 'on-loan' to the Australian Department of Science, Ionospheric Prediction Service, to assist in the transfer of the solar radio and optical telescopes from the NASA tracking station in Carnarvon to facilities near Sydney. Once the solar telescopes were up and operational, they returned to Boulder. Joe spent the rest of his career at SESC, working as Forecaster, Lead Forecaster, and finally head of SESC and Secretary for the International Space Environment Services.

Over the years, with increased scientific understanding, new monitoring instruments, improved communications, and a dedicated staff, SESC evolved from the fledgling 1960's service to become NOAA's internationally known Space Weather Prediction Center. Joe is proud of the role he played in making this possible and considers it to be his greatest accomplishment. He is member of Chapter #293 in Boulder.

Jane Girton Hutchins



Jane's interest in federal civil service began as a 4th grade 4-H Club member. In 9th grade, she transferred to new school without a 4-H Club, so she started one. She believes that 4-H taught her the value of services provided to America by the U.S. Department of Agriculture (USDA).

Jane spent 25 years with USDA's Land Grant University System at Colorado State University, Fort Collins, and University of Nevada, Reno. Their mission is to bring science and technology to every state and county in the U.S. and some foreign countries.

She joined federal service in 1965, after receiving her BS degree and teaching certificate in Home Economics Education from Oklahoma State University. She accepted a position at Colorado State University's Extension Service because the U.S. Army Corps of Engineers was constructing the John Martin Reservoir in rural southeast Colorado—a project that would significantly impact the surrounding rural agricultural communities. She became their agent for Family Consumer Science and 4-H in Bent County. In her very first week, she accompanied 200 4-H members to 4-H's Pine Crest camp, north of Colorado Springs. A tornado hit the dorm and flooded the camp. Fort Carson Army trucks rescued and transported them to Colorado Springs. Meanwhile, the stormwaters they had just escaped filled the new reservoir.

Jane went on to organize the Coordinating Council of Women's Organizations, which supervised Bent County events, as well as home economics teachers to judge Bent County fairs. She also started the Southeast Colorado Ag and Family Institute, which continues to this day. In 1972, she was appointed Family Living Specialist for 7 counties in Southeast Colorado. She supervised VISTA (Volunteers in Service to America) volunteers, including one who started a Women's Resource Center for domestic violence at Otero Junior College in La Junta, and started a 4-H parent-child program for kids of ages 3 to 9, which went nationwide and is now called Clover Buds. She started a self-improvement group, taught home economics classes (including the first microwave cooking classes), and hosted state-wide community leadership training.

Jane married Don Hutchins June, 1972, and had a son, Donny, in 1975. She was the first woman in Colorado to obtain maternity leave and resume work for the Cooperative Extension Service. She later served as a School Counselor in Cheraw and Walsenburg, Colorado, earning a master's degree in School Counseling from University of Arizona, and advanced certifications.

In 1996, Jane returned to the USDA Land Grant University system as faculty administrator for the University of Nevada, Reno, Cooperative Extension Service. She was responsible for Nye county, the second largest county in the United States. During her time there, she organized a coordinating council that met monthly in the towns of Tonopah and Pahrump. Successful programs included Master Gardening, chemical certification, and 4-H judging. She retired from that position in 1998.

Jane joined NARFE in 1998, and is currently a member of NARFE Chapter #1054 of La Junta/Lamar. She has served NARFE in various positions, including chapter president, Federation vice president for legislation, and district legislative chair. Since 2005, she has received state-level awards for Distinguished Service, Meritorious Service, and Community Service, and was inducted into NARFE's Hall of Fame.

Frank Impinna



Frank was born and raised in California. He began his career with the U.S. Postal Service in 1961. Before his first year ended, he enlisted in the U.S. Air Force and spent four years as a Control Tower Operator serving in Minot, ND, and Laon, France. He returned to the Postal Service after receiving his honorable discharge.

He worked in all facets of the Postal Service—as a carrier (two years), in mail distribution and sorting (ten years), as a supervisor in mail distribution (ten years), and finally as a manager. Shortly after his promotion to manager, he was selected as a Master Instructor for over 650 initial-level supervisors in the Western Region. He was then promoted to a managerial position for a postal facility in Oakland, CA (10 months). As a manager, he became involved in—and was a leader for—the National Association of Postal Supervisors (NAPS). During his career, he also pursued a Master's Degree in Business Administration and Organizational Management, and received his

degree while he was a mail distribution manager. Frank continually moved up the ladder in executive positions. He retired in 1999 after 26 years of service.

Frank became a NARFE member in 1994 and a NARFE Life Member the following year while an active employee of the U.S. Postal Service. After his retirement, he became vice president of NARFE Chapter #2025 in Lakewood, California, and then its president from 2000 to 2009. In 2007, he was elected to represent eight chapters on the California Federation Board as District Vice President. He was also a NARFE representative to the California Postal Coalition in 2007, a composite of union and management associations supporting the same legislative goals.

In addition to leading his chapter and district, he assisted California's NARFE Federation as an instructor for recruitment and retention, and was instrumental in developing material and delivering training on officer responsibilities, recruitment, membership, and other topics to federation, district, and chapter leaders. He worked on legislation affecting federal employees and retirees on a national NARFE committee from 2005-2007 and served on several committees for California NARFE conventions.

In August of 2008, Frank purchased a home in Highlands Ranch, CO, and now resides there with his wife. Their daughter lives nearby. He is a member of NARFE Chapter #0081, Denver—Capital City.

Since settling in Colorado, Frank was elected Colorado Federation President (2009); represented Colorado, Utah, Arizona, New Mexico, and Wyoming as Region VII Vice President (2012-2013); served on the NARFE National Executive Board (2012); and chaired NARFE's national Recruiting and Retention Committee (2011). He continues to make strides to improve NARFE's membership, retention, leadership, web site, and communications throughout Colorado.

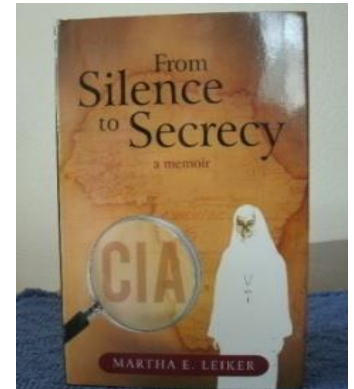
Martha E. Leiker

Martha worked for the Central Intelligence Agency (CIA) for 20 years, eight of which were spent in various African countries. Her prior experience as a nun helped her tremendously to understand and appreciate these different cultures, and she used much of what she learned during her federal service. Her positions involved many functions and extensive contact with other cultures, which required her to learn French and an African language. She worked in American Embassies, under the protection of Marine Guards. Beyond the team spirit that developed among the different branches of government assigned to each embassy, co-workers became "family" because they depended on and supported each other in times of need. However, as an embassy staff member, she felt that she was looked upon as a rich American and not considered one of the people. This was difficult because she liked being close to them. She still feels that, "Living overseas is a great education which makes one appreciate the United States of America and all it stands for. It has been my pleasure serving our great country by working for our government in various capacities." Security restrictions prevent her from giving details of her service.



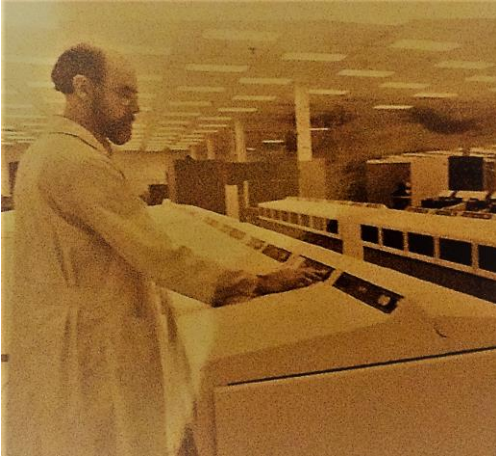
Prior to her CIA career, Martha spent 17 years as a Missionary Sister of Our Lady of Africa, eight of which were spent working with the African people, learning their language, and teaching them how to live a better life. She gained invaluable insights as to how other cultures live, worship, and work to survive. She dealt with local government officials, who made decisions regarding her purchases of vehicles and large ticketed items for the missions, and learned import regulations to help with mission operations and activities. She also

handled the funds for all the sister teachers, social workers, nurses, and other mission personnel, and proposed budgets for the missions. In retirement, she wrote a book about her different careers, "From Silence to Secrecy." Among her life's many challenges was surviving cancer three times.



Since retiring in 1998, Martha's interests have centered on helping active federal employees and retirees. She became a member of NARFE and rose through the ranks from Chapter President to Regional Vice President, travelling to five Western states for regional meetings, state conventions, and regional conferences in support of legislation and regulations to benefit federal civilian employees, annuitants, and potential annuitants. Her efforts also involved assisting members with their rights and benefits in retirement, navigating benefits laws and regulations, representing their interests before legislators, and coordinating with allied organizations. During her term as Federation President in Colorado, she attended meetings with Senators and Members of Congress to inform them about the needs of federal employees and retirees and to gain their support. Martha continues her NARFE membership in the National Chapter #0000.

Morris Madison



Morris joined the U.S. Army in 1962, and spent three years assigned to Fort Carson, Colorado, where he entered the field of data processing, then known as Electrical Accounting Machines (EAM, which used punch cards). On completing his EAM training and earning the rank of Specialist E-5, he participated in many Army maneuvers across the country that employed IBM equipment hauled in trucks, planes, and trailers.

After his military service ended in 1965, he joined the Department of Defense at the Army Garrison at Fort Carson. As a GS-3, he ran the base-wide inventory system on IBM Machines and Univac 1004s (with 2 K of memory!), and was soon promoted to GS-5. Although he enjoyed the work and the people, Morris left in 1967 for “bluer” pastures as a

GS-7 with the Air Force Accounting and Finance Center (AFAFC) in Denver.

At AFAFC, Morris worked mostly with payroll and accounting systems on RCA and IBM equipment. After many long hours and some stretches of 5 or 6 weeks without a day off, he received several awards and advancements. In 1976, AFAFC moved to the new Data Center at Lowry Air Force Base. Morris was a junior GS-11 then, and was sent to Lowry to set up a brand-new IBM 370 system before everyone else moved in. He watched in amazement as movers dealt with design oversights in the building (no freight elevators!) by building ramps hundreds of feet long and using them to raise desks up to second- and third-story windows.

Once AFAFC became operational at Lowry, Morris helped move the Air Force into the data communications era, which eventually evolved into a worldwide network. He started wearing many hats—job stream controller, data communications specialist, helpdesk—finding it fun to learn new things and challenging to understand his customers, identify their requirements, and help them solve problems. In 1985, he was promoted to GS-12, with the mission to set up a new HP-3000 system and all the communications for Military Pay Applications.

In 1987, Morris faced a technology crisis and looming revolution in networking and communications protocols. He worked with both higher echelons and peers to arrive at a solution for interoperability among the IBM mainframes at 16 sites and to replace their costly dedicated IBM network. By the late 1990s and early 2000s, the Data Center had become a series of servers and large digital storage devices remotely managed from Virginia, so he became a Jack-of-all-trades working on many different projects. From his first days at AFAFC until his retirement in 2004, Morris weathered many Department of Defense reorganizations and adapted to many generations of computing and communications technology.

Morris knows that the forty-two years he worked in information technology for the federal government were not as profitable when compared with private sector work, but believes that they were well spent, has few regrets, and feels that he has earned his pension for these many years of service. He maintains membership in NARFE Chapter #1072 of Aurora.

Nancy Maness



Nancy started working for the federal government shortly before completing graduate school. She had studied counseling and cultural diversity during her Master's Program and decided to become a school counselor. A friend who worked for the Bureau of Indian Affairs (BIA, but later known as the Bureau of Indian Education, BIE) suggested that she apply to the BIA school in Aneth, Utah. Since she was born and raised in Yuma, Arizona (a community with large Hispanic and other minority populations), and the idea of working with other cultures appealed to her. Still, she was not sure how she would be accepted, or how well she would adjust to the school population. When she asked a friend who worked on the reservation what it was like to work with Navajos, he replied, "It depends on the Navajo." It was an insight that she carried with her throughout her career with the BIA/BIE.

From 1986 to 2000, she served as the Academic Counselor at Aneth Community. By this time, the U.S. Government had realized the shortcomings of attempting to replace Native American language and culture with the English language and norms. Through BIA classes in Navajo language and cultural sensitivity, Nancy learned how the language, culture and life experiences of the students and parents helped define their thinking and views on education, and how her own beliefs impacted communication and educational priorities. Through this training and interaction with students and staff, she believes that she became a better counselor and a more empathic human being.

After 15 years at Aneth, Nancy took a position as the Dormitory Counselor at the T'iis Nazbas Community School in Teec Nos Pos, Arizona. She found that working in the dormitory allowed her to impact the children on a more personal level. She developed and implemented a three-year rotating Intense Residential Guidance (IRG) curriculum, a program to help students with emotional and behavioral needs. Her curriculum connected the traditional solutions of Native culture with issues that some of the IRG students experienced. The group programs included drug and alcohol education, bullying, friendship, Navajo culture, and parenting. She also incorporated the Navajo culture into plays and productions for the staff, students, and parents. She found her job both gratifying and fulfilling.

In 2007, after 20 years of service, Nancy retired from the BIE. No matter with whom she interacted during her career, she found that the relationships really depended on the beliefs, perceptions, insights, and judgments both individuals brought to it. She will always be grateful for the opportunity to work with—and for—such a diverse, complex, and interesting group of people.

There were many advantages to working for the federal government. The pay scale, which was mostly based on years of service and education, was fair and generous. The benefits afforded a reasonable retirement, along with both sick and personal leave. Government regulations always addressed the need for hiring qualified staff that came from the same culture for which they would work, whenever possible. Later in retirement, partly because of her experience with the Native Americans in both Arizona and Utah, Nancy agreed to write and produce a play for her church on the life of St. Kateri Takakwitha, the first Native American Catholic Saint.

Nancy lives with her husband, Bruce, in Cortez and is a member of National Chapter #0000.

Patricia (Pat) Mather

Pat joined federal service in January 1974, with a 5-point veteran's preference from her service in the U.S. Navy. She chose Federal Service because she needed stable employment, upward mobility and good benefits to support two young children as a single mother. Her first assignment was as a Work Order Clerk, GS-03, for the Army Corps of Engineers at Fort Carson, CO. In the evenings, she attended night school at El Paso Community College, Colorado Springs, and earned an Associate of Science in Secretarial Studies.

In 1975, degree in hand, she was promoted to Clerk for the Commander, Staff Judge Advocate (SJA) Office, at Fort Carson, and within a year she became a Legal Clerk. This job introduced her to law and to her future second husband, CPT Alexander Mather, a lawyer. After they married in June 1979, she resigned to move to Germany for her husband's assignment. While working at SJA, she started a Bachelor's program in Business at the University of Colorado, and was able to finish her degree in Germany with the University of Maryland.



After earning her degree, she resumed employment with the Department of Defense as a Management Assistant, moved with her husband's new assignment to Fort Polk, LA, and took a position there as a Projects Clerk with the Corps of Engineers. In 1984, she was selected for a Personnel Management Specialist position in the Civilian Personnel Office (CPO), an opportunity she never expected. She rotated to various CPO specialties, but the toughest assignment came in mid-1986, when she was transferred to the CPO at Fort Carson as an Employee Relations Specialist (ERS), away from her husband and youngest daughter. She used her time there to earn a Master in Public Administration from the University of Colorado. In 1991, she took an ERS position with the CPO at Peterson Air Force Base. Two years later, she was promoted to a leadership position in personnel management with the Defense Commissary Agency, then transferred to the USAF Academy in 1999 to again work in employee relations.

In October 2004, she was promoted to Personnel Management Specialist in labor relations, a GS-12 position, back at Fort Carson, where she assisted all levels of management in resolving disputes with local unions until her retirement in July 2011. She was proud to be the only Labor Relations Specialist servicing Fort Carson and military offices in Denver and the Pueblo Army Depot. She considers her major contributions to be negotiating and putting in place labor contracts at each facility, and credits mediation training for her skills as a good negotiator.

Throughout her career, Pat changed jobs many times to achieve her goals and feels that she succeeded! Since retiring, she has worked for NARFE as the Vice President for National Legislation at Mory Lewis Chapter #1085 in Lakewood and for the Colorado Federation.

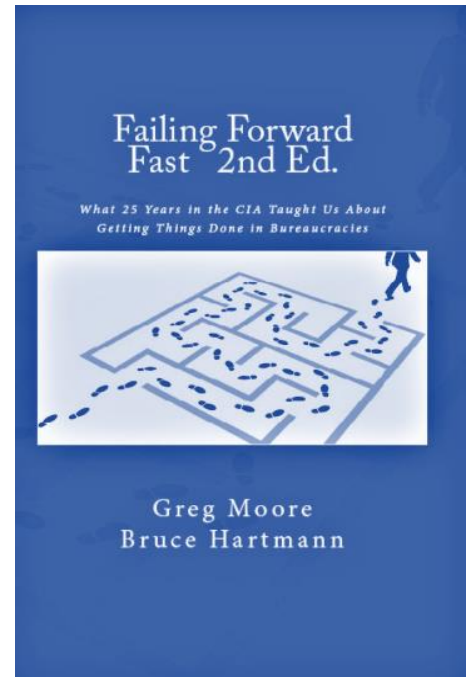
Greg Moore

Greg joined the Central Intelligence Agency (CIA) in 1986, at the age of 35. He had previous careers as an industrial scientist and a university professor. Part of his motivation for joining the agency was patriotism, but another part was curiosity about what the CIA did. After only 6 months, he was assigned to an operation to save the life of someone who had been kidnapped. That convinced him to make the Agency his next career.

Many of Greg's assignments involved managing contracts with various U.S. firms to build devices for use by customers in the agency's Directorate of Science and Technology and the National Clandestine Service. It was quite a challenge, involving a very broad range of technologies, a great deal of travel, and endless interaction with defense and intelligence agencies. His later work focused on robotics, and some of his efforts benefitted the Department of Defense. Much of his experience and the lessons learned from it are documented in a book written after retirement with colleague Bruce Hartmann, *Failing Forward Fast, 2nd Edition: What 25 Years in the CIA Taught Us About Getting Things Done in Bureaucracies* (available from amazon.com).

Later in his career Greg assumed many "other duties as assigned," including Editor-in-Chief of a classified peer-reviewed technical journal, and manager of many university post-doctoral research projects that were part of the Intelligence Community's outreach efforts.

Greg retired after 25 years of federal service. He now lives on a ranch in rural southeastern Colorado, where he enjoys growing food, fishing, and photographing the dark night skies. He is a member of NARFE's National Chapter #0000.



Time takes its toll: Three passport photos of Greg throughout his federal career.

Nancy Richardson

Nancy began her career in public service working for the State of Michigan in their Pardons and Paroles department while attending Lansing Community College. Two years later, she was looking for something different and saw an ad for secretarial help at the Department of the Navy in Washington, D.C. She passed the required exam and was notified in September 1962 of her new job at the Navy Department in Washington, D.C.

When she arrived, she was told that the Joint Chiefs of Staff in the Pentagon had a higher priority need. They took her there for interviews with a Marine Colonel, Air Force Lt. Colonel, Navy Commander and a GS-18 civilian. After brief typing and shorthand tests she was hired into the Joint Command and Control Requirements Group under the Joint Chiefs. They were an excellent group to work for and Nancy still remembers their office on the first floor, E ring, 9th corridor, room 45 of that massive building.



Nancy came from a very small town in Michigan and she was the topic of discussion when the FBI came to town asking questions for her security clearance. No sooner had her high-level security clearance been approved when the Cuban Missile Crisis occurred in October 1962. There were some really tense moments, days, and weeks as the crisis unfolded. She interacted with a group known as the Joint War Games Agency, which brought in people from various occupations to explore war scenarios. That is where she met actor and director Rod Serling and movie director John Huston.

One afternoon in November 1963, the office lights went out and the emergency lights came on. Directions were broadcast over the speaker system for all offices to lock their file cabinets and wait for news of the President. They eventually heard that President Kennedy had been shot in Dallas, Texas. It was very tense in the Pentagon's offices and the wait was stressful until the news of his death came. She and other Pentagon employees were given the day off to attend his funeral procession.

By 1964, Nancy was getting itchy feet and decided to find other opportunities. General McCollom was being transferred to Ramstein AFB Germany and was taking his secretary with him. Nancy wanted to go too, and managed to talk her way into a foreign assignment! A few months later she sailed on the last voyage of the SS America to Bremerhaven, Germany, to work for the Director of Personnel at CENEUR Comm Region. Her plan was to work for two years, buy a little red sports car and move to California, but it didn't quite turn out that way. She met her husband there, stayed for three years, came back to the States pregnant, bought a blue Pontiac LeMans, and made her way to March Air Force Base in California with her husband. After five years, they moved to Colorado, where he was stationed at Buckley Air National Guard base.

She had twin boys in 1971, and then resumed her government employment in 1973 with the U.S. Postal Service. She started in Central Markup, set up a new Program for Alcohol Recovery, and then was assigned to the newly-built Denver Bulk Mail Center. She had a supervisor who saw her potential and promoted her to Transportation Specialist. She assumed increasing responsibilities at the Area Transportation Office and the Region Distribution Networks Office, and eventually became Supervisor for Logistics Planning for a 7-state area. She never worked in a post office during her postal career, always in a support facility.

Nancy retired in 2001 with 33 years of service and is enjoying every minute of retired life. She is a member of Mory Lewis Chapter #1085 in Lakewood.

Earl G. Ruppel



Earl spent 35 years in federal service at the U.S. Department of Agriculture's Agricultural Research Service. He served in Mayaguez, Puerto Rico, from 1963-1965, Mesa, Arizona, from 1965-1969, and Fort Collins, Colorado, from 1969 to 1998.

Much of his work focused on sugar beets, and he became a nationally-recognized authority on sugar beet diseases such as *Rhizoctonia* root rot and *Cercospora* leaf spot. He studied the spread of these diseases in field nurseries and collaborated with geneticist Dr. Richard J. Hecker (also a NARFE member) and others to help develop and select genetic strains of disease-resistant sugar beets. Earl often met with sugar beet growers in their fields, was affiliated with the Department of Plant Pathology and Weed Science at Colorado State University where he lectured, and sponsored a graduate student. He served the last 7 years of his federal career as the Research Leader of the Sugarbeet Research Unit in Fort Collins.

In the course of his career, Earl authored and co-authored over 130 publications, including journal articles and book chapters, and has registered plant germ cells he helped develop. He is an internationally recognized authority on sugar beet pathology, who has been honored with a Meritorious Service Award by the American Society of Sugar Beet Technologists (1987) and with a Fellowship in the American Phytopathological Society (1992). He has also travelled England, France, Germany, Morocco, Spain, Sweden and Denmark during his career to share his knowledge with others.

Dr. Ruppel received his B.S. degree with Letters and Science and Botany Department Honors in 1958 from the University of Wisconsin-Milwaukee and his Ph.D. in 1963 in Plant Pathology from the University of Wisconsin-Madison.

During his retirement, he continued to share his knowledge as an affiliate faculty member at Colorado State University and was a NARFE member of Chapter #256 in Fort Collins. Earl was married to Joyce for 60 years until his death on January 18, 2019.

Paula Hutson Simmons

Paula began working for the Internal Revenue Service (IRS) through her university's Cooperative Education Program, alternating school and work in a tri-semester system. In 1976, she earned a Bachelor's Degree in Business Administration from Florida Atlantic University, Boca Raton, and graduated with an honors degree in business and a major in accounting. During that year's nationwide government hiring freeze, she entered the only IRS new-hire training class. They encouraged her to take classes to become a Certified Public Accountant (CPA) and paid a portion of expenses. She earned her certification in 1984.



During eight years at the IRS, Paula conducted examinations of individual, corporation, and partnership tax returns. She also investigated novel issues on special assignments including tax protestors and sham limited partnerships. She was selected for training as an expert witness, testified as an expert in court, managed her local office's Volunteer Income Tax Assistance program, appeared on TV and radio programs answering tax questions from the public, and served in the management cadre on acting assignments for managers who were temporarily away from their duty posts.

Paula left the IRS in 1986 to teach accounting at Florida Atlantic University School of Business and continuing professional education courses for CPAs. Her IRS background helped in developing instructional material for partnership and tax law classes. She also conducted her own Florida CPA practice, where she prepared monthly accounting reports, quarterly and annual tax reports and returns, and represented people who needed help with tax problems.

In 1992, Paula returned to federal service and spent thirteen years at the Securities and Exchange Commission, starting in the Southeast Regional Office in Miami as an examiner and earning promotions to eventually become a Branch Chief in the Office of Compliance Inspections and Examinations in Washington, D.C. She regularly taught sections of the annual training for current employees and on-the-job training for new employees. Audit assignments took her across the United States and to England, Scotland, and the U.S. Virgin Islands. She retired in 2005 after 24 years of federal service.

For two years after retirement, Paula volunteered with the National Park Service in their laboratory at Jamestown, Virginia. Her job was to compare historic artifacts and specimens salvaged after hurricane flooding to computer inventories, resolve any discrepancies, and prepare the items for re-storage.

After moving to Colorado in 2009, Paula worked with the 2010 U.S. Census Denver Regional Service Center as a Manager. She trained new census takers, collected and reviewed census reports daily, and analyzed them for incomplete or contradictory responses. She was not employed as a federal civil servant during this period.

Paula now serves as president of the Colorado Federation and the NARFE Chapter #1040 in Arvada, recruits at federal health fairs, has served as a Jefferson County precinct co-captain and election judge, and has held offices in other civic organizations. She enjoys time with her three children and two grandchildren.

Zdenka A. K. Smith



Zdenka was born in Boston, moved with her family to England in 1951, then returned to the U.S. for college. Her father, a professor, inspired her scientific interests. Zdenka's focus on extraterrestrial science began as a college intern at the Jet Propulsion Lab, operated by Cal-Tech for the National Aeronautics and Space Administration (NASA). From 1962 to 1964, she tested ways to analyze the lunar surface for the Surveyor series of lunar probes. She was excited by the potential of early unmanned lunar explorers—Ranger, Surveyor, and Orbiter—as they catalogued terrain for later APOLLO moon landings.

In 1967, Zdenka entered federal service as one of the few female physicists at NASA's Ames Research Center near San Francisco. She worked in the plasma probe group, which developed instruments and analyzed data for the Pioneer series of unmanned interplanetary explorers. These probes conducted basic research on the solar system by studying space conditions and the impacts of solar wind on Earth, astronauts, and their equipment. She was responsible for converting spacecraft transmissions into useable

scientific measurements, developing mathematical models to optimize data collection, calibrating instruments, and designing new ones for later Pioneer explorers. She was particularly proud of her work with Pioneers 10 and 11, the first probes to travel beyond the solar system.

In her view, the movie "Hidden Figures" accurately depicted the environment and atmosphere she experienced in NASA's early days, including the reliance of scientists and engineers on mathematicians and computer programmers. But at Ames, there were no African-American professionals, and there were plenty of women's restrooms. She didn't feel that she was treated differently from her male colleagues—earning promotions, gaining security clearances, and attending conferences—but she discovered years later that she was paid significantly less.

Just after the first U.S. moon landing in 1969, Zdenka took a year's leave of absence from NASA/Ames to accompany her husband to Moscow, USSR, for his post-doctoral studies. There, she navigated the pitfalls of international relations with Russia at the height of the cold war. The Russians would not allow her to attend Moscow university classes. They offered her work as a translator, but she felt it unwise to accept. Instead, she helped Russian colleagues polish their presentations for a scientific conference in Leningrad, meeting them mainly on street corners. She attended that meeting and impressed scientists from the newly-formed Space Environment Lab at the National Oceanic and Atmospheric Administration (NOAA) in Boulder, Colorado. Based on those discussions, she transferred from NASA to NOAA in the fall of 1970, where she continued her study of the solar wind and the Sun, its source.

Zdenka spent the rest of her career at NOAA in Boulder as the office underwent an era of birth, growth, and change that paralleled the scientific discipline of space weather. She collected and interpreted data on the sun and its emissions, developed numerical models of interplanetary medium, and simulated the effects of solar activity on the solar system. She expanded 1-dimensional models into 2D and 3D models as computer capabilities grew, fed solar activity measurements into them, and validated their results with actual observations. It was a great time for science, and Zdenka enjoyed witnessing the 'supersonic' advancement of technology during her career—particularly the evolution of computing capabilities from log tables to computers that she could program and operate herself. She retired from NOAA's Space Weather Prediction Center in 2009.

Zdenka is a long-time member of the Sigma Xi international scientific research honor society, and of NARFE Chapter #293 in Boulder, where she serves as its president. She also enjoys volunteering with the Indian Peaks Wilderness Alliance, patrolling and protecting these beautiful mountains.

Jon G. Stanley

In 1972, Jon was a professor in zoology and on staff at the Center for Great Lakes Studies at the University of Wisconsin-Milwaukee when he received a job offer from the U.S. Fish and Wildlife Service (USFWS). They were working with the U.S. Army Corps of Engineers on the effects of white amur fish on aquatic plant control and needed Jon's expertise. It was the start of a 22-year career in research and fisheries management at the USFWS and the National Biological Service (NBS).

Jon served the white amur program from 1972 through 1975 as a fisheries biologist at the USFWS' Fish Control Laboratory in Warm Springs, Georgia, and the Fish Farming Experimental Station in Stuttgart, Arkansas. His research is still available online.

In 1977, Jon became the leader of the Maine Cooperative Fisheries Research Unit of USFWS at the University of Maine in Orono. He managed their research program and conducted environmental research in freshwater and marine environments. His research pioneered development of chromosome manipulation techniques that are still used by the aquaculture industry today. He also supervised the work and study of graduate students and federal staff, was an international speaker and scholar, and led delegations on study trips to the Soviet Union under the OCEANS agreement.

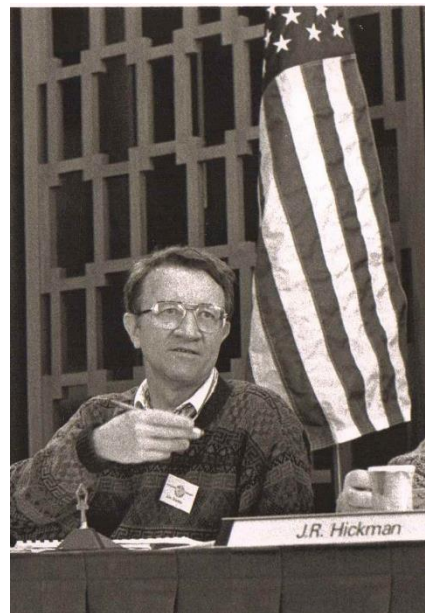
Jon was promoted to Supervisory Fishery Biologist for the Division of Cooperative Units in 1983. From Washington, D.C., he managed a \$20 million national program of fisheries research units in 27 major universities. The program addressed all aspects of natural resource management and the environment. He secured funding for the units by working with the U.S. Congress and cooperating states.

Following the formation of the National Biological Service, Jon was tapped in 1985 as its director for the Great Lakes Science Center in Ann Arbor, Michigan. This position allowed him to direct fisheries operations for the center, manage research, and advise congressional committees on policy decisions for the Great Lakes. In this capacity, Jon met Senator John Glenn and convinced him to champion a \$10 million award for zebra mussel research, an invasive species new to North America. He was also responsible for the Center's \$7 million research and development program, 107 staff members from many disciplines, a fleet of five ships, and physical plants at seven locations. The Center inventoried natural resources, monitored contaminant trends in aquatic organisms, and advised the fisheries industry of management options.

During this period, Jon was also co-chair of the Council of Great Lakes Research Managers of the International Joint Commission, coordinating \$200 million in research efforts and advising U.S. and Canadian governments on science policy. He served on about 20 major task forces and advisory groups that coordinated programs between the federal government and universities. Concurrently, he was a professor at the University of Michigan.

Jon received a Community Service Award for his leadership on the Local Federal Coordinating Committee in Ann Arbor, was recognized for his work by the International Joint Commission, and has over 100 publications to his credit.

Jon was a member of Mory Lewis Chapter #1085 in Lakewood, where his wife, Carol, is still a member.



Suzanne Stewart

Suzanne began her career as a medical technologist in 1968. She worked in public and private hospital laboratories in several states until 1994. That year, the hospital where she had been employed for 24 years underwent a major reorganization and her position—along with fourteen others—was abolished. She had a long employment history and extensive experience as research technologist and a nuclear medicine technologist—and she was not ready to retire!

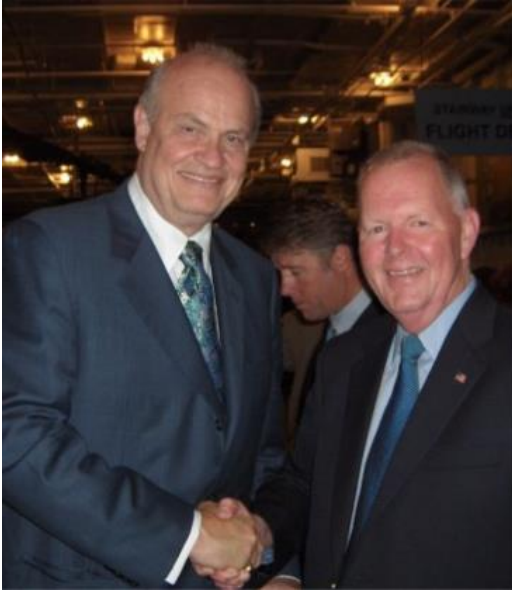
During her search for a new position, she learned that the Flow Cytometry Lab at the Denver Veterans Administration (VA) Medical Center (now known as Eastern Colorado Healthcare System – Denver) was looking to expand. She applied and was offered a part time position, which later developed into a fulltime permanent position.

Suzanne served the many veterans who came to this center for care in the laboratory from 1994 until 2010. She and fellow technologists provided specialized testing of patient cell samples during their care at the Center. In this testing, blood, tissue or body fluid cells are suspended in a fluid and passed through the flow cytometer one cell at a time where scattered light from a laser beam helps to identify cell characteristics and their components. Cells are often labeled with specialized fluorescent markers to make particular characteristics stand out. Data about the light scattered or emitted from these cells is gathered and processed by a computer to count cells and components, and to identify cell types, cancer markers and proteins. This technique is routinely used in clinical practice, clinical trials and basic research.

As lead technologist, Suzanne facilitated the transition from two-color flow cytometry to four-color flow cytometry, an advance in technology that increased the efficiency and quality of analysis. She also guided her lab in reference testing for other VA locations in Colorado, especially Grand Junction. She was proud to be a part of the quality care team.

On her retirement in 2010, after fifteen years of federal service, she joined NARFE and has been active in Mory Lewis Chapter #1085 in Lakewood as Service Officer and Secretary.

Theodore A. (Ted) VanHintum



Ted made a public service announcement for the GI Bill with Tennessee Senator Fred Thompson

Ted served in the Department of Veterans Affairs (VA) from 1970 to 2008. He started his career as a Veterans Claims Examiner in the Des Moines VA Regional office after graduating from Iowa State University in May 1970. As a claims examiner, he made determinations of eligibility for veterans' compensation, pension and education benefits.

He transferred to the VA headquarters office in Washington, D.C., in 1974 where he served in the Veterans Benefits Administration Education Service until his retirement from federal service in 2008. The Education Service administered the GI Bill education program, serving over one-half million veterans and active duty members and providing over \$1 billion in education benefits annually. Ted's responsibilities as Assistant Director for Operations included ensuring the quality and timeliness of education claims processing field activities, the administration of contracts for services with state departments of education and departments of labor, and with content management for the GI Bill website benefits.va.gov/gibill.

Highlights of Ted's federal career included serving on a Reinventing Government interagency team from VA, the General Services Administration, and the Department of Education, where he coordinated VA education program e-government initiatives with other federal agencies. He also was an American Political Science Congressional Fellow and served for one year on a detail from the VA to the House Veterans Affairs Committee staff.

Ted's federal career included his interests in both military and education issues. His federal service was a direct result of President John F. Kennedy's challenge in his inaugural address on January 20, 1961, "Ask not what your country can do for you, ask what can you do for your country."

Ted is also a Vietnam veteran who served in the U.S. Navy from 1963 to 1967 as an Electronics Technician aboard the guided missile cruiser USS Topeka. The Topeka served on Yankee Station in the Gulf of Tonkin and rescued U.S. pilots who had been shot down over the Gulf and conducted shore bombardment in support of troops fighting in Vietnam.

As a NARFE Life Member, Ted is currently president of NARFE Billie Love Chapter #2286 of Salida/Buena Vista, serves as a Congressional District Leader for Colorado's fifth congressional district, is past president of the NARFE Colorado Federation, and has served on NARFE national committees, including Strategic Planning and Bylaws and Resolutions.

Paula Moore, Editor



Paula has 20 years of combined service at three federal agencies. More than half of that time was spent as a systems analyst and assistant director for the U.S. Government Accountability Office (GAO) in their Denver office. She was responsible for identifying problems with planning, capabilities, security, and costs in large (>\$1B) information system acquisition programs at agencies as diverse as the FBI, the Department of Homeland Security, the Department of Defense, the Army Corps of Engineers, and the National Oceanic and Atmospheric Administration (NOAA). Between 2005 and 2010, she also conducted several landmark studies of the security and reliability of election systems, and their management by state and federal agencies. She managed up to a dozen analysts on each review and briefed agency executives and Congressional customers on the results. During her time at GAO, she earned her certification as an Information Systems Security Professional and received a meritorious service award.

Prior to GAO, Paula spent five years as a technical specialist for the Federal Aviation Administration in Washington, D.C., developing part of a new worldwide air traffic control system in collaboration with the Air Force. She focused on subsystems for failover to ensure continuity of air traffic control, and led the effort to define and implement next-generation security for the system. The FAA also recognized her efforts with a meritorious service award.

She entered federal service in 1992 as a system engineer for NOAA in the D.C. area, where she advised and supported the development of three new weather systems. In addition to integrated engineering support, she introduced system developers and managers across NOAA to new engineering best practices, and led a red team review of a troubled weather data collection system.

Prior to federal service, Paula spent 10 years developing information systems for the aerospace and banking industries. She was an engineering lead for design and development of the Hubble Space Telescope digital image archive, under contract with NASA. That program showed her the challenges of a huge federal government project and motivated her to join federal service to apply the lessons she learned. Before that, she developed and fixed payment systems for the banking industry, honed her people skills by installing systems throughout the U.S. and Canada, and concurrently earned a Master's degree in computer engineering. She taught science and mathematics in Baltimore County Public Schools for six years just after college.

Paula retired from federal service in 2012 and now lives near Colorado City, Colorado, with her husband Greg. Her retirement passions include gardening, travel, fishing and writing. Since retirement, she has served as NARFE's Pueblo Chapter Secretary and President, Colorado Federation Alzheimer's Chair and Congressional Liaison for Colorado District 3. Paula is a member of the Billie Love Chapter #2286 of Salida/Buena Vista.

Colorado Congressional Contacts

To e-mail any Senator, go to
<https://new.narfe.org/advocacy/legislative-action-center/>

Senator Michael Bennet (appointed 2009, elected 2010)

bennet.senate.gov/public/

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Senator John Hickenlooper (elected 2020)

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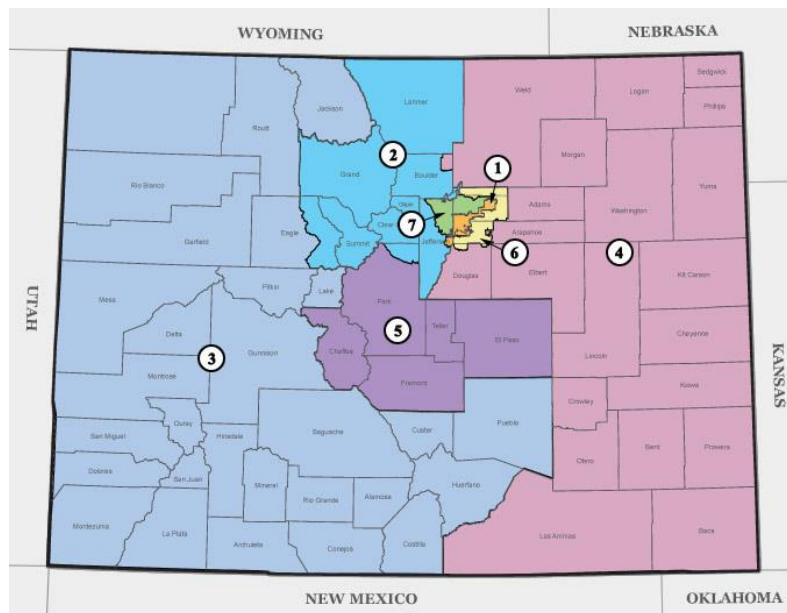
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 329 S. Camino del Rio, Suite #1
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PUEBLO
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COLORADO CONGRESSIONAL DISTRICTS



(https://www.cde.state.co.us/cdeboard/congressional_district_map as of 1/13/2021)

Colorado Congressional Contacts

To e-mail any Member of Congress, go to
<https://new.narfe.org/advocacy/legislative-action-center/>

Congresswoman Diana DeGette District 1 (Central Denver) elected 1996 **degette.house.gov**

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Congressman Joe Neguse District 2 (North Central) elected 2018 **neguse.house.gov**

WASHINGTON, D.C. 1419 Longworth House Office Bldg Washington, DC 20515 202-225-2161	BOULDER 2503 Walnut Street, Suite #300 Boulder, CO 80302 303-335-1045	FT. COLLINS 1220 S. College Ave, Unit 100A Fort Collins, CO 80524 970-372-3971	NARFE DISTRICT LEADER Bob Carr (Chap #1040) Phone: 970-290-0262 rtcarrjr@gmail.com
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Congresswoman Lauren Boebert District 3 (West and South) elected 2020 **boebert.house.gov**

WASHINGTON, D.C. 1609 Longworth House Office Bldg Washington, D.C. 20515 202-225-4761	PUEBLO 503 N. Main, Suite #426 Pueblo CO 81003 719-696-6970	GRAND JUNCTION 743 Horizon Court, Suite #112 Grand Junction, CO 81506 970-208-0460	NARFE DISTRICT LEADER Bradley R. Pearson (Chap #351) Phone: 970-243-3078 B.R.Pearson@att.net
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Congressman Ken Buck District 4 (East) elected 2014 **buck.house.gov**

WASHINGTON, D.C. 2455 Rayburn House Office Bldg Washington, DC 20515 202-225-4676	CASTLE ROCK 900 Castleton Rd, Suite #112 Castle Rock, CO 80109 720-639-9165	GREELEY 1023 39th Ave, Suite B Greeley, CO 80634 970-702-2136	NARFE DISTRICT LEADERS Jane Hutchins (Chap #1054) Phone: 719-384-9704 jhutchins43@gmail.com Johnny M. Perdue (Chap #355) Phone: 970-330-8036 johnnyperdue@comcast.net
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Congressman Doug Lamborn District 5 (Pikes Peak Region) elected 2006 **lamborn.house.gov**

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Congressman Jason Crow District 6 (East Denver) elected 2018 **crow.house.gov**

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Congressman Ed Perlmutter District 7 (West Denver) elected 2006 **perlmutter.house.gov**

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