

The Informer



From the Chair - Tommy Simpson III, DOH, Health Services Consultant 4, US Army Veteran



May is here can you believe it?! On a funny, reflection note, I remember last month I mentioned April showers bringing May flowers, and it occurred to me, Mayflower... I wonder if this saying came before or after the first [Pilgrim's](#) landed on [Plymouth Rock](#)? Things that make you go hmmm...?

May is chockfull of [military-related history and events](#). Besides [Memorial Day](#), celebrated the last Monday of the month, May is traditionally recognized as [National Military Appreciation Month](#). [National Military Spouses Appreciation Day](#) is celebrated Friday, May 11. Armed Forces week, though not official, is usually observed the second Saturday through the third Sunday. Armed Forces Day is officially recognized the third Saturday in May. Also of note, [Public Service Recognition Week](#) (PSRW), is observed May 6 - 12. This year's PSRW is hosted by the [Office of Financial Management](#) and [Office of Secretary of State](#). The week is filled with celebrations and events all around the state, with an award ceremony culminating honorees. The Co-Chair and I will actually be assisting OFM and [WDVA](#) with grilling and serving up free hot dogs, chips, bottled water, and coffee on [Wednesday, May 9](#), 11AM - 1PM, on the [East Plaza Lawn](#) across from the Capitol in Olympia! The [VERG](#) is one of the many vendors across the state that will be operating booths geared towards educating those within, and those served by our state agencies. In keeping with values of diversity and inclusion, I'd like to remind us all, the holy month of [Ramadan](#) is observed May 16 - June 15, 2018. Finally, and fittingly, we celebrate Mother's Day on the second Sunday in May.

Oh you thought we were through with May, guess again?! On the very first day of the month, we recognize [Silver Star Service Banner Day](#), which honors veterans past and present who have received the third-highest military decoration for valor in combat. The day also recognizes and remembers the sacrifices of all wounded and or ill veterans. On the first, "[May Day](#)" is also observed which pays tribute to all workers in general. In regards, be sure to check out what's happening [locally](#) and please always remain situationally aware. I'd be remiss if I failed to mention May 5th, a.k.a. [Cinco de Mayo](#) which celebrates Mexican-American culture and of course all the delicious, traditional foods! Also in this busy month, we recognize [VE Day](#) on May 8, which saw [World War II](#) brought to an official end with the surrender of remaining German forces throughout Europe to the Allies. On May 22, we pay homage to the Merchant Marines by celebrating [Maritime Day](#). Other little known, but no less important days or events observed in May include [Loyalty Day](#) and [Peace Officers Memorial Week](#). Okay, now everyone can catch their breath!

In closing, carrying over from last month and worth re-mentioning, thanks to daylight savings time, the days are getting longer and warmer, and the nights are getting shorter and less cool. Many of us 'may' (there goes that word again!), have a renewed since of hitting the local fitness center, or even venturing out-of-doors for a refreshing walk, run or jog, in anticipation of the PNW's beautiful summer. As always, please remember to drink plenty of water (or other cool beverages), be responsible and vigilant of your surroundings, and do your very best to maximize the state's vision of a concerted work-life balance. Finally, I say thanks to all each of you and together, let's continue to move the needle.

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Feature Spotlight - Office of Financial Management (OFM)

Dan Myers, OFM, Assistant Director, Employee Services, Employee Services, US Navy Veteran



Dan Myers' distinguished state service career began during the summer between my junior and senior year in high school (Olympia High): my dad asked me what I thought I was going to do after I graduated high school. I told him I did not know what I was going to do and wondered why he asked. He said that he was getting me a “watch” and a “suitcase” for my graduation present. He said, “Yeah time to go!” I knew he was serious and quickly realized I needed a plan.

I went down to the Department of Personnel (DOP). I asked the person behind the counter what kind of jobs the state had? He directed me to a bookcase with lots of binders with state job specifications. I looked through the binders, paying attention to the descriptions and the qualifications. While looking through the binders, I noticed the person behind the counter was helping people who came into the office and seemed to enjoy helping others. When the opportunity presented, I asked him his job title was and he said he was a Personnel Officer.

I noticed several personnel-centric, career path opportunities and was happy to discover I could start at the “assistant level” and advance to subsequent levels with experience. While most of the qualifications for the Personnel series required a bachelor’s degree and experience, Personnel Assistant only required a degree or four years of technical personnel experience to substitute for the degree.

I asked for and received a copy of the Personnel Assistant job specification and took it to the Navy Recruiters Office in the South Sound Mall. The recruiter informed me the Navy did indeed have a job conveniently entitled, “Personnelman”, and described the training and experience I would receive if I joined. He explained if I signed up for the “delayed entry program”, I’d be guaranteed the Personnelman specialty; do one year of inactive reserves during my high school senior year; do four years active duty; and then do one year of inactive reserves for a six year total commitment. Being underage at the time (17), I also required parent approval. Upon returning to DOP, my newfound “friend” confirmed if I worked as a Personnelman for four years I would qualify for Personnel Assistant and that I could advance with experience.

I told my dad I’d remembered our talk and the steps I had taken up to that point. He signed my enlistment paperwork and I joined the Navy pardon-the-expression, ‘shipped off to boot camp, June 1978. I attended advanced training in Meridian, MS and to my wonderful surprise, was assigned to Submarine Base Bangor, WA! At that time, it was highly unusual for new sailors to be assigned shore before sea duty. After Bangor, I was assigned to Fighter Squadron Two ([VF-2 Bounty Hunters](#)) out of Miramar Naval Air Station just North of San Diego. While there, the squadron was assigned aboard the [USS Ranger](#) and deployed for six months in the Western Pacific. We spent 4 months in the Indian Ocean and Persian Gulf during the [Iranian hostage crisis](#).

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I got out of the Navy June 1982 as [Petty Officer Second Class](#) (E5), and began my career with the state September the same year. I did not start in personnel however, but rather as a word processing operator with Lottery “Commission” well before it became an agency. After five months there, I landed a clerk typist “project” position with the Research and Data Analysis section at DSHS. From there I landed a permanent position with the Washington Library Network as a clerk typist. In 1985, I transferred back to DSHS as a clerk typist in the labor relations unit. My position was eventually upgraded to human resources assistant. It wasn’t long after that, HR managers learned of my prior Navy experience and recommended I apply for a vacant Personnel Office 2 position within division headquarters. I was subsequently and sequentially hired and promoted eventually to WMS Personnel Manager. After 12 years with DSHS, I was offered and accepted an exempt appointment with the Office of Financial Management (OFM), to serve as internal HR Director. I’ve had the honor of serving in my current position since 1997 (three Governors, five Directors and six Deputy Directors).

Interview Question and Answer Transcript:

Tommy: So Dan, you know I gotta ask straight outta the gate, Why the Navy?! (Laughing)

Dan: Why the [uniform](#) of course! I absolutely loved the old Navy pullover, with the bell-bottoms which were still in style back then! (Laughing) Also, given the line of work I was interested in, the Navy’s job classifications best aligned.

Tommy: Reflecting on your outstanding career as a public servant, how did your military service figure into?

Dan: I am pretty sure I would not be where I am today if I had not served in the US Navy.

Tommy: Any non-family member(s) figure into your decision to join the Navy?

Dan: I am sure that I would not have joined the Navy if I had not met DOP’s Personnel Officer, Stein Stenseng.

Tommy: Anyone else, family members, friends, included?

Dan: I am certain that I would not have met Stein if my Dad had not given me a little “kick in the pants.”

Tommy: Who or what inspired you to become a state employee?

Dan: Besides Stein who treated me with dignity and respect despite being a 17 year old kid, and the enjoyment he seemed to get from doing his job, both my parents were career state employees. Dad worked at DOR, Mom retired from DSHS.

Tommy: Dan, just meeting you here today, I consider you a role-model human-being and definitely a servant-leader. Where did, or where does your drive and passion come from?

Dan: My family first and foremost. My parents were outstanding role-models. There were also plenty of great people who helped and supported me along the way.

Tommy: Any advice for today’s transitioning service members?

Dan: Approach looking for work like a job. Apply on-line, but also try to get out and network. The state has many opportunities (binders of job specifications). Try to get a foot in the door and you will be able to exploit all opportunities and get where you want to be.

Tommy: If you could sit down to a discussion and meal with one person, deceased or living, who would that individual be?

Dan: (Emotional and sincere reflection); My Dad. He suffered a heart attack at the very young age of 51. He was watching me play softball. The family didn’t see it coming. I would love for him to see what “the kick in pants” resulted in.

Tommy: Dan, I’ve thoroughly enjoyed speaking with you today. Thanks sincerely for your time. In closing, could you share any personal passions, perhaps others might find interesting to know about you?

Dan: I am learning to play the harmonica much to chagrin of my wife, and my dog!

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Feature Spotlight – Office of Administrative Hearings (OAH)

Lorraine Lee, OAH, Chief Administrative Law Judge, US Army Veteran



Lorraine Lee has served as Chief Administrative Law Judge of the Washington State Office of Administrative Hearings (OAH) since July 2009. She was initially appointed by Governor Chris Gregoire, reappointed by Governor Jay Inslee in June 2015 and was confirmed by Washington State Senate April 2017.

Judge Lee's public service career includes varied positions in state government over the past 20 years. From 2002-2009, Judge Lee worked at the Washington State Liquor Control Board (LCB), first as the Licensing Director and, in 2006, became LCB Chairman. She has also been a staff attorney with the Washington State Court of Appeals (Division II), an assistant director at the Washington Lottery, and Policy Advisor for Governors Gary Locke and Mike Lowry on criminal justice issues and matters relating to the courts.

In the early 1990's, Judge Lee was an appellate lawyer with the Washington Appellate Defender Association, representing indigent criminal defendants before the Washington State Supreme Court and the Court of Appeals (Division I). From 1984 –1990, Judge Lee was a captain in the U.S. Army Judge Advocate General's Corps, representing soldiers at courts-martial and on appeal, and was an administrative law attorney advising military commanders.

She received her law degree from the State University of New York at Buffalo Law School and her undergraduate degree from the University of Washington.

Judge Lee currently serves on the Executive Committee of the National Conference of the Administrative Judiciary, Judicial Division, American Bar Association.

Interview Question and Answer Transcript:

Tommy: So Lorraine, why the Army? (Smiling)

Lorraine: The availability of multiple options pardon-the-expression, "Appealed" to me! (Laughing)

Tommy: Reflecting on your outstanding career as a public servant, how did your military service figure into?

Lorraine: The discipline, the camaraderie, pay and the general acceptance of my being not only a female, but also Asian.

Tommy: Any memorable case, event or happening that stand out for you during your service?

Lorraine: I wanted to be a trial lawyer. My first exposure to the military court system was during the trial of a young soldier at Fort Lewis when I was a legal intern observing the sentencing hearing. The soldier had pleaded guilty to disobeying his commander's order by not getting a haircut and other minor offenses. The soldier's defense lawyer asked the judge for leniency, mentioning that the soldier's wife was a Korean national and the negative impact to the family if the sentence included pay reduction. I later learned, the military judge not only mistook me for the soldier's spouse, but that my presence at the hearing actually benefited the soldier because of the judge's wrong assumption about me! (Laughing)

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Tommy: Any message for those of us in positions of power or influence?

Lorraine: Absolutely, if you are a mentor, or have been selected by someone to be a mentor - "Be available" Also, never be afraid to ask for help – no matter how smart we think we are, no one knows everything and it is okay to ask.

Tommy: If you could sit down to a discussion and meal with one person, deceased or living, who would that individual be?

Lorraine: Chairman of the Joint Chiefs of Staff, [General Colin Powell](#) (who also served as Secretary of State under the Bush Administration).

Lorraine: "I especially admire General Colin Powell's '[13' inspirational leadership guidelines and or rules to live by](#)'. Whilst each technically holds no less importance than another, rules **6**, **7**, and **13** resonates the greatest for me personally."

OFM/OSOS Host Public Service Recognition Week (PSRW)

(Photo credit <https://www.sos.wa.gov/psrw/photo-gallery.aspx>)

May 6 - 12, the Office of Financial Management and Office of Secretary of State are proud to host this year's [Public Service Recognition Week](#). The week is filled with celebrations and events all around the state, with an



Olympia Photos

award ceremony culminating the honors. [WSECU](#), [AFSCME Local 443](#) and the [Washington Potato Commission](#) are proud sponsors of this year's events. This year's local events will be held on the East Plaza Lawn across from the Tivoli Fountain on Capitol Boulevard.

On [Wednesday, May 9, 11 a.m. - 1 p.m.](#), [Don Chavez](#) (OFM) and Ashley Harris (ESD), will be serving as hotdog grill masters during vendor exhibit day. Current [VERG](#) Chair and Co-Chair, Tommy Simpson III (DOH) and Christine Dominguez (LNI), will be passing out bags of chips, bottled water and hot coffee. Finally, [Betty DeVos](#) (DOR) and lead for the VERG recognition and support subcommittee, has been coordinating with Tammy Pitre (OFM) to ensure the VERG and other statewide employee/business resource groups have co-located booths as a 'show-of-force' so to-speak, during the vendor/booth exhibit day. You can bet [WDVA](#) will be proudly represented by its entire staff to include Alfie, Mary, Paul

and Jennifer. We look forward to seeing you there as well!☺

Diversity AND Inclusion corner: [Starbucks](#) and understanding "[Microaggressions](#)"

How many of us ever found ourselves waiting in a Starbucks, for another party(ies) to show? How many of us ever feared having the police called by staff or management, end up in cuffs, and detained 9-hours prior release and not charged? Recently, this very scenario played out for before an international audience, and happened within 2-minutes of arrival for two Americans - that's right, Americans! Race, creed or ethnicity is not important. Howard Schultz (Executive Chairman), and Kevin Johnson (Chief Executive), issued personal apologies to the young men involved, and Mr. Schultz in an interview with Gail King of CBS This Morning stated for the record, "I think you have to say in looking at the tape that she demonstrated her own level of unconscious bias." Now that you have been introduced to the word, go [here](#), take your pick, and keep an open mind.

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Supporting Veterans in Transition: [Workforce Spotlight Webinar](#)

Christine Dominguez, LNI, Human Resources Consultant 4, VERG Co-Chair

Simply hiring Veterans doesn't make a company "Veteran Friendly". Meaningful and sustainable effort must also be made to address Veteran transitional issues throughout each phase of the employee lifecycle. Taking steps to purposefully integrate transitioning Veterans into your organization is key to engaging and retaining their talent. To be successful, effort must be applied in each phase of the employee lifecycle. In this session, HR professionals and organizational leaders will learn about the attributes Veterans bring to the workplace as a result of their service, how to identify transitional issues that may occur, and the effort required in each phase of the employee lifecycle to address Veteran transitional issues.

Lessons shared:

- How to identify and assimilate the characteristics of military culture that frame the veteran's military paradigm and the [7 attributes they bring to the workplace](#).
- Identify the gaps that may exist because of the differences between the [military and civilian cultures](#).
- Determine strategies that can be implemented to minimize any issues with [Veterans' transition to the civilian workforce](#).

Recognition Subcommittee 'Upcoming Events'

Betty DeVos, DOR, Talent & Retention Manager, Recognition Subcommittee Lead, Military Spouse



This year, and for the first time since its inception, the VERG is participating in two Memorial Day events in partnership with the Thurston County Veterans Council (TCVC).

The first event is a Waterside Memorial Service on **Sunday, May 27** at Percival Landing, Olympia. This ceremony will start at **1:00 p.m.** and honors those men and women lost at sea – during combat or in times of peace. [Click here](#) to see an excerpt of last year's event.

The second is a Memorial Day Service on **Monday, May 28** at the Capitol Rotunda starting at **11:00 a.m.** Doors open at 10:30 a.m. For this one, you can expect cannon fire, keynote speaker Congressman Denny Heck, a rifle salute and taps. View [this link](#) to see last year's opening.

Both events have been well-attended in past years and the VERG is proud to work alongside a number of veterans organizations to support the Thurston County Veterans Council.

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Feature Article: Memorial Day versus Veterans Day

Douglas Bell, DSHS, Business Operations & emergency Manager, US Army Veteran



Americans are a thankful and grateful people. We have been remembering our veterans who've fallen on the field of battle for generations. On May 5th, 1868, [General John A. Logan](#) called for a national day of remembrance on May 30th 1868 for "decorating the graves of comrades who died in defense of their country... whose bodies now lie in almost every city, village and hamlet churchyard in the land". Memorial Day became an official federal holiday in 1971.

We also honor our living veterans on Veterans Day in November in the tradition of Armistice Day, commemorating the end of hostilities of World War I on the 11th of November.

In the United States, we have two federal holidays to honor our veterans. Memorial Day is for those who have given their lives for freedom, who have fought to preserve our liberty as the Founders captured it in our Declaration of Independence, Constitution and Bill of Rights. Veteran's Day is for those who have served in the military, perhaps spilling their blood, and are still living. These veterans serve as a living reminder that we must remain vigilant to preserve freedom and our way of life.

If you recognize the difference between these two holidays, thank you. However, if the differences between these two holidays remain vague to you, but you know you should give thanks to someone for your freedom, that's OK too. What's most important is that we remember to be grateful. To remember to be thankful for our liberty and honor those who have gone before us to protect it. To quote Abraham Lincoln, "A nation that does not honor its heroes will not long endure". We should continue to remind the next generation that these men and women committed themselves to an ideal that was worth more than life itself.

According to the [U.S. Department of Veterans Affairs](#), 41,892,128 individuals have served in the US military from 1775 to 1991, with 915,165 giving their lives in wartime service. The VA also estimates there are 16,962,000 living war veterans. I would suggest it's a very good thing that we have many more living veterans than those who have died in battle. Let us not forget that this is an ongoing and continuing struggle. [2,922 civilians and 55 military](#) were killed during the terrorist attacks on September 11th 2001 in New York, Washington DC, and Shanksville, PA.

It is right and fitting that we take time to remember those who have given their "full measure of devotion" on Memorial Day, 2018. As a veteran, if you thank me for my service on Memorial Day, I will simply smile and say "thank you". Thank you for remembering and recognizing the sacrifices made by those who have worn the uniform to preserve our freedoms.

Resources:

Memorial Day 2018, retrieved on April 20, 2018 from <https://www.history.com/topics/holidays/memorial-day-history>
VA America's Wars, retrieved on April 20, 2018 from https://www.va.gov/opa/publications/factsheets/fs_americas_wars.pdf
September 11th terror attacks fast facts, retrieved on April 20, 2018 from <https://www.cnn.com/2013/07/27/us/september-11-anniversary-fast-facts/index.html>

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Upcoming Career-Focused Events

WDVA Events Calendar	WDVA website	Dates vary	Locations vary	Continuously updated
U.S. Navy Spring Job Fair	Flyer	Fri, 5/18/2018 10 a.m. - 2 p.m.	Kitsap Sun Pavilion - Kitsap County Fairgrounds and Event Center 1200 NW Fairgrounds Road, Bremerton	Free event for Veterans, Transitioning Service Members and Family Members
Work of Honor Networking Event Business Casual Attire	Flyer	Thurs, 5/24/2018 6 p.m. – 7:30 p.m.	Starbucks Center, SODO District 2401 Utah Avenue South, Seattle, WA 98134	Free networking event for Veterans, Spouses & Business Professionals
Coast Guard Base Seattle Transition Summit	HOH US Chamber of Commerce	Thurs, 5/31/2018 8 a.m. - 3 p.m.	Coast Guard Base Seattle, 1519 Alaskan Way South, Seattle, WA 98134	Open to active-duty service members, Guard and reserve, veterans and military spouses
Seattle Hiring Expo with the Seattle Mariners	HOH US Chamber of Commerce	Fri, 6/1/2018 10 p.m. - 1 p.m.	Safeco Field, 1250 1st Avenue South Seattle, WA 98134	Free event for active duty service members, Guard and Reserve, veterans, and military spouses
WA ST Employment Workshop/Recruitment Event	JBLM Unlimited	Thurs, 6/7/2018 12 noon – 3:30 p.m.	Auditorium, Bud Hawk Transition Center, JBLM-North, 11577 41 st Div Dr	Free & Open to All; Sponsored by the WA ST VERG & SFL/TAP

Announcements, News, Tools & Resources

[Working for Washington State](#): Check out state employment opportunities and sign up for daily job postings sent to your email inbox.

[Astound Virtual – Veterans Recruiting](#): VR is a division of Astound Virtual, who has revolutionized the way military friendly employers, service members, veterans, and military spouses connect as it relates to the job search.

[USAA Cover Letter Tips – Courtesy of The American Legion](#): How a great cover letter helps in the job search.

[Resume-Now](#): Free Job-Winning Resume Templates with easy-to-follow instructions to get started.

[Work of Honor](#): Is a community of veterans and business professionals committed to combining best in class business and military operational strategies to create a strong economic community.

[ACP-AdvisorNet](#): Is a program of American Corporate Partners, a non-profit organization whose mission is to connect transitioning military veterans with community business leaders and vice-versa. Per ACP AdvisorNet, “We do not sell advertising and will not market you. Our only goal is to assist our returning military to transition into new careers.”

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Announcements, News, Tools & Resources cont.

JBLM Retiree Appreciation Days 2018: Friday/Saturday, May 18-19, American Lake Conference Center, 8085 NCO Beach Rd., JBLM-N. Free event open all branches, including Active Duty, Guard & Reserve, their Families, Retirees & DOD Civilians.

Department of the Interior – Did You Know? A little-known benefit from the Interior Department gives military veterans with **any** disability rating (“**does not** have to be a 100 percent disability.”) from the [Department of Veterans Affairs](#) a [free lifetime pass](#) to national parks and other recreation areas, as well as discounts on some fees.

Recent News | WDVA - Washington State Department of Veterans Affairs: Friday, June 8, 11:30 a.m., Red Lion Columbia Center, 1101 N. Columbia Center Blvd, Kennewick, WA., the Consulate General of the Republic of Korea, Seattle, WA., to honor Korean War Vets (6/25/50 – 7/27/53), and or Vets who participated in U.N. Peacekeeping Operations thru the end of 1955, with the Ambassador for Peace Medal. Must **RSVP** by **6/1/18** with [Heidi Audette](#) or 360-725-2154, with Name, Dates of Service & Guest for the Luncheon.

Give an Hour: Proudly announces its United Health Foundation, grant-culminating, capstone event: “Partnering for Success, Answering the Call Luncheon”, **Wednesday, June 13, 10 a.m. - 2 p.m.**, Eagles Pride Golf Course (I-5, exit 116). Dynamic guest speaker will be CSM(r) **Lourdes E. “Alfie” Alvarado-Ramos**, Director, Washington State Department of Veterans Affairs. Open to all Tacoma Veteran Community Partners. Formal Eventbrite sign-up [here](#).

TASK & PURPOSE

: Latest up-to-the-minute active and veteran related military events and insights right to your inbox after signing up!



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Contact us if you have a relevant news story, idea(s), and or general information to share and the Communications Team will take action!

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