



*Washington State Veteran's Employee Resource Group*

## 2014 Washington State Transition Summit

By Ann Reiter, OFM

In October, over 1400 transitioning service members attended an open forum organized by State HR Planning and Strategy and the VERG. A diverse panel of 16 public sector employers collaborated to participate in an open forum to answer questions regarding the public sector workforce. The panel consisted of VERG members from WDVA, OFM, HCA, DOH, DOR, DSHS, ESD, WSAC, King County, Thurston County, King County Sheriff, and the Center for Excellence Homeland Security Department from Edmonds College. The goal of the workshop was to provide transitioning service members and their families an understanding of the economic outlook of the public sector, what educational benefits and programs are available, and what job opportunities are available that would easily crosswalk from their military skill sets into the public sector.



Continued on Page 6

The public sector employers' panel was part of a three day

## WSP Recruiting Our Nation's Veterans

By Lt. Troy Tomaras, WSP



Recruiting our nation's veterans is a top priority for the Washington State Patrol. Our paramilitary organization makes a great transition for our current and former military applicants. Through the use of decentralized recruiters and the VERG, I'm confident the Washington State Patrol will continue to be a leader in recruiting our veterans.

On September 8<sup>th</sup> the WSP began the 28<sup>th</sup> Arming Class with 47 new recruits. 13 of those 47 are veterans. In fact, 270 (25%) of our current commissioned employees are veterans. 156 (15%) of our civil service employees are veterans. We currently have fifteen (15) disabled veterans working for the WSP.

Continued on Page 7

Chair: Marcos Rodriguez (**PARKS**)  
Co-Chair: Cathrene Nichols (**DVA**)  
Secretary: Ashley Harris (**DOC**)  
Executive Sponsor: Mary Forbes  
(**DVA**)

## Member Agencies

Attorney General's Office (**ATG**)  
Board of Industrial Insurance  
Appeals (**BIIA**)  
Consolidated Technology Services  
(**CTS**)  
Dept. of Commerce (**COM**)  
Dept. of Corrections (**DOC**)  
Dept. of Ecology (**ECY**)  
Dept. of Enterprise Services (**DES**)  
Dept. of Financial Institutions (**DFI**)  
Dept. of Health (**DOH**)  
Dept. of Labor and Industries (**L&I**)  
Dept. of Licensing (**DOL**)  
Dept. of Natural Resources (**DNR**)  
Dept. of Revenue (**DOR**)  
Dept. of Social and Health Services  
(**DSHS**)  
Dept. of Veteran Affairs (**DVA**)  
Employment Security Dept. (**ESD**)  
Health Care Authority (**HCA**)  
Human Rights Commission (**HUM**)  
Office of Administrative Hearings  
(**OAH**)  
Office of Financial Management-  
State HR Division (**OFM/SHRD**)  
Parks and Recreation Commission  
(**PARKS**)  
Recreation and Conservation Office  
(**RCO**)  
State Investment Board (**SIB**)  
Washington Lottery (**LOT**)  
Washington State Dept. of  
Transportation (**WSDOT**)  
Washington State Patrol (**WSP**)  
Washington State School for the  
Blind (**WSSB**)  
Washington Student Achievement  
Council (**WSAC**)

## HR Corner – Washington State VERG

By Stacey Moore, LTC, USA (R)

Calling all veterans....

Do you remember transitioning from the comfort of the military; complete with its own language and all of your friends/associates? As you embarked on your "What's next?", who will you turn to for advice or ask for clarity? Will you be provided with a sponsor? My guess is probably not. After all, this is the state workforce not the military. After thinking about my transition, I asked who is out there working for the veterans... The answer is the Veteran's Employment Resource Group (VERG).



Originally formed in 2012, the Veteran's Employment Resource Group is alive and well working behind the scenes to continue to make state government an employer of choice for veterans. The Group's goal includes but is not limited to:

- Recruit veterans to state service through outreach and educational activities;
- Retain veterans by providing a support structure, education, and career progression assistance;
- Recognize veterans by planning annual activities to honor their service.

The Veteran's Employee Resource Group supports existing state employees who served in the armed forces through a system of recognition, resource identification, and mentorship; however, my experience shows that a large population of veterans do not know that the VERG even exists.

Here is your opportunity to get involved, assist fellow veterans and to shape the future from a human resources perspective, the state workforce.

We are looking for excited, energetic volunteers who want to make a difference. We are looking for both ideas and people to help move our organization forward. We are looking for input in terms of what you (veterans) need from this organization.

If you are interested in participating in the VERG, please contact, a VERG member from Page 4 of this newsletter.

## Veterans' Day Quote

"The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional to how they perceive the Veterans of earlier wars were treated and appreciated by their nation."

**President George Washington**

## Vietnam-era Veterans Receive a Heartfelt Thank You!

By Alexandra Kocik  
Northwest Gardian  
Published October 16, 2014

Fifty years after the Vietnam War began, more than 1,000 of its surviving veterans arrived at Watkins Field on Joint Base Lewis-McChord Oct. 9. For the 1,000 among a sea of friends, family members and well wishers attending, the welcome home ceremony was a chance to bring closure to a confusing time in their lives and divisive period in U.S. history.

The 593rd Expeditionary Sustainment Brigade hosted the event and ensured its

complex traffic plan ran smoothly. Blue and white buses shuttled the vets and their families from the DuPont Gate to the parade field. There, current service members lined up to help vets and family members off the buses, escort them onto the field, shake their hands and say thank you for serving their country.

The pomp and festivities of the day stood in contrast to the lonely return many of the same Vietnam vets experienced half a century ago.

The ceremony started with hundreds of flag bearers marching onto the center of the parade field and deploying into a huge formation, the annual "Massing of the Colors," after which a salute battery boomed volleys that echoed across the field and among the buildings around it.

An array of mayors, senators and representatives of the state attended and listened to the featured speakers, Lt. Gen. Stephen R. Lanza, commanding general of JBLM-based I Corps and retired Gen. Barry R. McCaffrey, a retired 32-year veteran, former assistant chairman of the Joint Chiefs of Staff and former commander of 24th Infantry Division and 3rd Brigade, 9th Infantry Division on JBLM.

"Thank you for defending us," said Lanza, from whom the idea for the event came. "Thank you for serving your country. Thank you for stepping up to meet the needs of the U.S. in its time of need. And thank you to the families who supported and continue to support our service members."



**50<sup>th</sup> Anniversary Commemoration of the Vietnam War**

Joint Base Lewis-McChord  
Salutes Vietnam-era Veterans  
October 9, 2014  
1-5 pm

*Welcome Home!*

- Salute Ceremony to honor Vietnam-era Veterans and a Massing of the Colors at Watkins Field begins at 1 pm
- Ceremony keynote speaker is General (Retired) Barry McCaffrey
- Entry at DuPont Gate Exit 119, Interstate 5
- Parking opens at 11 am
- Events include interactive displays with service members and a Flaming Ceremony
- Families and friends are invited
- Vietnam-era Veterans are asked to pre-register at: <http://jblm.af.mil/50>
- For more information, please call 509<sup>th</sup> Expeditionary Sustainment Command at 253-967-5171 or 253-967-3570

### Veterans' Day Quotes

"I will ensure that my superiors rest easy with the knowledge that I am on the helm, no matter what the conditions."

**Surfman's Creed**

"Semper Paratus ... Always Ready"

**US Coast Guard Motto**

"I am America's Maritime Guardian.

I serve the citizens of the United States.

I will protect them.

I will defend them.

I will save them.

I am their Shield.

For them I am Semper Paratus.

I live the Coast Guard Core Values.

I am a Guardian.

We are the United States Coast Guard."

**The Guardian Ethos**

"I wish to have no connection with any ship that does not sail fast; for I intend to go in harm's way."

**Captain John Paul Jones**

"I've received many honors and I'm grateful for them; but I've already received the highest award I'll ever receive, and that has been the privilege and honor of serving very proudly in the United States Navy."

**Rear Admiral Grace Murray Hopper**

"Semper Fidelis...Always Faithful"

**US Marine Corps Motto**

"This We'll Defend"

**US Army Motto**

"Honor, Courage, Commitment"

**US Navy Motto**

### Committee Contacts

[A. Montanna Morton](#) – DOC  
[Ashley Harris](#) – DOC  
[Becky Boutilier](#) —DSHS  
[Bill Allman](#) — HCA  
[Bob Euliss](#) — RCO  
[Brian Shrader](#) —WSIB  
[Cathrene Nichols](#) – DVA  
[Carole Horrell](#) —LNI  
[Dominique Jinhong](#) —BIIA  
[Don Chavez](#) – DES  
[Gary Allin](#) —WSAC  
[Janet Kurz](#)—WSSB  
[Jen Benn](#) – PSP  
[Jennifer McDaniel](#)—LOT  
[Jose Zamora](#) —DOR  
[Kim Siebs](#) —ATG  
[Leialani Jensen](#) — DOR  
[Lonnie Spikes](#) —DOL  
[Marcos Rodriguez](#)—DOC  
[Mike Hashberger](#)—WSDOT  
[Mike Stout](#) — DFI  
[Molly O'Donnell](#) —CTS  
[Nathaniel Reed](#) – DOC  
[Nona H. Mallicoat](#)— ESD  
[Sam Martin](#) —DES  
[Stephanie Croom Williams](#) —OAH  
[Steve Young](#)—DNR  
[Sue Richards](#) —COM  
[Todd Wagner](#) —ESD  
[Tom Rawlings](#) – DES  
[Tommy Simpson](#)—DOH  
[Troy Tomaras](#)—WSP  
[Walter Bennett](#) —ECY

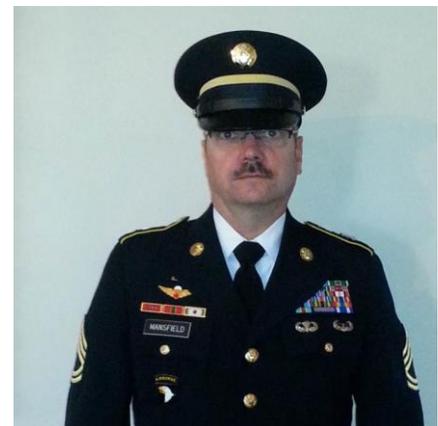
## Veteran Spotlight Fletcher Mansfield

By Fletcher Mansfield

My name is Fletcher Mansfield. This summer I began a career with WA State at the Department of Fish and Wildlife. I am an Investigative Analyst for the Enforcement Program.

I was born and raised in the Southern California desert in the town of Blythe. I served in the United States Army for 27 years, 22 of which were spent on Active Duty. I recently retired as a Sergeant First Class, my last assignment was with the 502<sup>nd</sup> Military Intelligence Battalion. Over my Army career I held three job specialties and was fortunate enough to experience the culture of 13 different countries. I am married and have two teenage sons who will not stop growing. My wife Leanne has been the one constant in my life and I cannot express how much her unwavering support has meant over the years.

My family and I have been exploring our new home [town] and are really enjoying all that Washington has to offer. I am an avid fan NASCAR, football, baseball, and have recently been introduced to the sport of Lacrosse by my youngest son. As my family and I begin the next chapter in our lives we are looking forward to continuing to explore our new home and enjoying all Washington has to offer.



## Washington State and Washington D.C. Working Together for Veterans



Bill Allman, our Veteran's Program manager, has been working with the White House in efforts to use Washington State's Veteran Benefit Enhancement program as a model for other states. The White House asked Teresa Gerton, the deputy assistant secretary for policy, to meet with Bill during her scheduled appearance at the Washington State Service Member for Life Transition Summit, held at Joint Base Lewis-McChord, on Tuesday. The two also talked with Mary Forbes, assistant director of Washington State Department of Veterans Affairs.

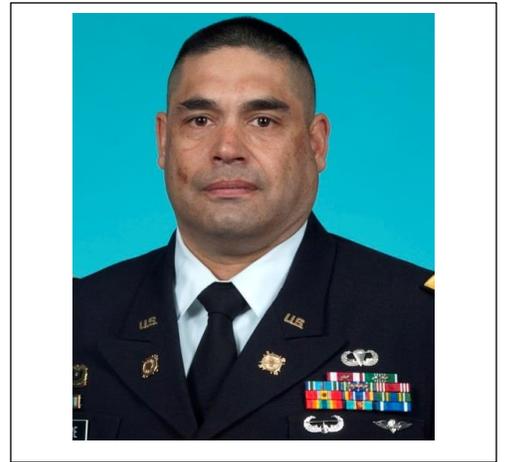
## Veteran Spotlight Stacey Moore

By Stacey Moore

My name is Stacey Moore and recently joined the WA State workforce as a Management Analyst for Health Care Authority in August. I currently work for Richard Campbell, Chief Data Officer, within the Enterprise Information Services Division. I was raised outside of Salem Oregon. After completing a successful military career decided to remain in Olympia. I recently retired as a United States Army Lieutenant Colonel serving over 26 years as a logistician. My last assignment was as the G4, 593d Sustainment Command (Expeditionary) at Joint Base Lewis-McChord. During my career, I completed seven overseas assignments to include a combat deployment to Kandahar, Afghanistan. I am married to a great woman, who is also a retired Army Veteran, Tracie, who graciously supported me throughout my 26 year career. We have one daughter, Megan Patricia.

Health Care Authority is my first job with the state, and after a career in public service to the nation, I really wanted to continue to serve the public and make a difference in the community where I live. I am really excited about the long term initiatives and potential impact this organization can have across the state!

When I am not working, I am an avid hacker (golfer) and really enjoy being outside enjoying nature. I also like to create things with my hands, and really enjoy the challenge of tackling small to moderate home improvement projects. The entire family is avid sports fans and we religiously root for the Sounders and Seahawks!! We also pull for the Mariners even though they make it really hard!



## Veterans Day 2014 Quotes

"I hate war as only a soldier who has lived it can, only as one who has seen its brutality, its stupidity."

**President Dwight D. Eisenhower**

"But you must remember, my fellow-citizens, that eternal vigilance by the people is the price of liberty, and that you must pay the price if you wish to secure the blessing."

**President Andrew Jackson**

"...let us strive on to finish the work we are in, to bind up the nation's wounds, to care for him who shall have borne the battle and for his widow and his orphan..."

**President Abraham Lincoln, Second Inaugural Address**

"We'll fight them, sir, 'til hell freezes over, and then, sir, we will fight them on the ice."

**Soldier at Gettysburg**

"Although a soldier by profession, I have never felt any sort of fondness for war, and I have never advocated it, except as a means of peace."

**President Ulysses S. Grant**

Continued from Page 1

## 2014 Washington State Transition Summit

summit at Joint Base Lewis-McChord. The summit was hosted by The US Chamber and brought together key state and federal agencies, influential military leaders, and transitioning service members. The US Chamber works to support of Washington State's transitioning service members.

Governor Jay Inslee was the first to show Washington State's support by speaking to the attending leadership on the importance of supporting our local veterans and announcing one of the new initiatives that will be launched in 2015.

### State Veteran Benefit:

Some Washington State Veterans are eligible for discounts on Recreational Park Passes and Reduced Public Transit Fees.

### Quote

"Every single man in this Army plays a vital role. Don't ever let up. Don't ever think that your job is unimportant. Every man has a job to do and he must do it. Every man is a vital link in the great chain."

**General George Smith Patton, Jr.**

### Quote

"The story of the Coast Guard at war is replete with incidents which, in combat or otherwise, demonstrated consummate skill, great devotion to duty, and heroism worthy of special mention in any wartime history of the Service."

**Malcolm F. Willoughby**

### Hint

Find other Veterans in your organization and use them as mentors. They survived their transition, and can assist you.



In November 2012, the WSP initiated a Decentralized Recruiter program in an effort to fill current WSP vacancies. The decentralized recruiters increase our opportunities to reach potential applicants and veterans located around the state.

In support of executive order 13-01 each decentralized recruiter has deployed veteran recruiting strategies focused on fostering relationships, identifying resources and supporting existing programs unique to their demographics. Recruiter plans include but are not limited to the following:

- Attending Army Career & Alumni Program (ACAP) or other similar programs.
- Attending job fairs focused on veterans.
- Partner with Work Source veteran placement specialists to identify applicants.
- Identifying jobs suitable for disabled veterans.
- Establishing contacts with local military installations.
- Visiting ROTC groups to support long term recruiting.
- Reaching veterans who are attending college.



On October 16<sup>th</sup> the WSP will conduct Phase one Trooper Cadet testing on JBLM just for military members as part of our "Bring the test to You" campaign. For more information on testing or a career with the WSP, please visit



**Veterans' Day Quote**

"There has been considerable comment over the awarding of the Nobel Peace Prize to a soldier. I am afraid this does not seem as remarkable to me as it quite evidently appears to others. I know a great deal of the horrors and tragedies of war. ... The cost of war in human lives is constantly spread before me, written neatly in many ledgers whose columns are gravestones. I am deeply moved to find some means or method of avoiding another calamity of war."

**General George Catlett Marshall**

Continued from Page 5

## **Vietnam-era Veterans Receive a Heartfelt Thank You!**

McCaffrey used statistics to paint a revealing picture of those who served there.

“Seventy-nine percent of the military were high school graduates. This makes you the most educated group in the nation’s history. You were also in good health,” he said. “At the end, 97.9 percent of you were honorably discharged. A study done recently stated that 87 percent of the American people hold Vietnam veterans in ‘high esteem.’ ”

Lanza and McCaffrey each ended his remarks with a heartfelt “welcome home” to those who didn’t receive one after their service. The ceremony ended with the veterans saluting during the Armed Forces Medley.

Kenneth Schlaudraff, a retired corporal in the U.S. Marine Corps who served from 1966 to 1967, attended the ceremony at the urging of three friends. He said he felt a mixture of pride and embarrassment at all the attention.

“It’s always nice to be thanked, but it was something you just did because that’s what had to be done. It’s weird to be thanked now for something like that,” he said. “This ceremony was great. I always love attending events like this and Gen. McCaffrey gave a fantastic speech.”

Many were loaded back onto buses to head toward Cowan and Memorial stadiums to see interactive displays that captured the attention of many of the attendees for hours. As crowds gathered at the displays, old friends who hadn’t seen each other in years got reacquainted while others made new friends, most reminiscing about their service.

The event ended with current service members pinning gold tokens on veterans. The tokens were sent by the USA Vietnam Commemorative Organization.

### **Helpful Internet Links**

#### **GI Bill Comparison Tool: Calculate your Post 9/11 GI Bill benefits and research approved programs.**

- Explore Careers
- Compare Schools
- Choose a School
- Apply for GI Bill
- Succeed in School

<http://department-of-veterans-affairs.github.io/gi-bill-comparison-tool/>

#### **Veteran Service Records from the National Archives**

- Resources and Services for Veterans and their Families
- Request Personnel and / Or Medical Records Online
- Request DD 214 / Separation Document Online

<http://www.archives.gov/veterans/>

#### **Motto**

“Aim High ... Fly-Fight-Win”

***US Air Force Motto***

#### **Quote**

"Oh! I have slipped the surly bonds of Earth  
And danced the skies on laughter-silvered wings;  
Sunward I've climbed, and joined the tumbling mirth  
of sun-split clouds, — and done a hundred things  
You have not dreamed of — wheeled and soared and  
swung

High in the sunlit silence. Hov'ring there,  
I've chased the shouting wind along, and flung  
my eager craft through footless halls of air...."

***Pilot Officer John Gillespie Magee, Jr.***

#### **Quote**

"When we refused to be forced out of Berlin, we demonstrated to the people of Europe that with their cooperation we would act, and act resolutely, when their freedom was threatened."

***President Harry S. Truman on the Berlin Airlift***

**Burial, Memorial Benefits Available to Veterans**

<http://www.reviewjournal.com/life/burial-memorial-benefits-available-veterans>

**Leveraging Military Skills in the Job Market**

<http://www.military.com/veteran-jobs/career-advice/military-transition/leveraging-military-skills-in-job-market.html?ESRC=careers.nl>

**Veterans Dependents' Educational Assistance Program**

[http://www.benefits.va.gov/gibill/docs/pamphlets/ch35\\_pamphlet\\_2.pdf](http://www.benefits.va.gov/gibill/docs/pamphlets/ch35_pamphlet_2.pdf)

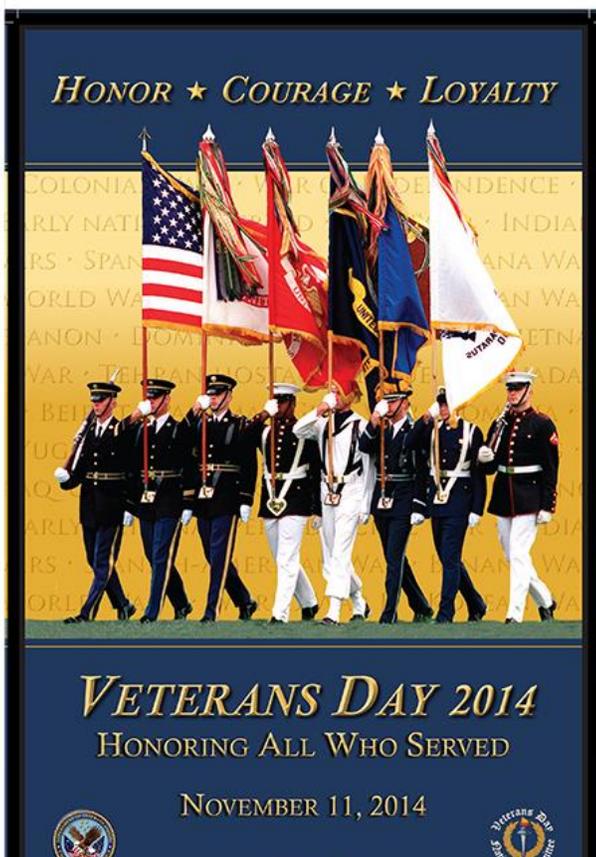
**Veterans' Day Quotes**

"...the Marine Corps is committed to protecting your liberties and your freedoms.... If you take nothing away from this talk, I'd hope you understand and appreciate what a remarkable group of young people currently serve in your Armed Forces today. Want to know what Marine Generals talk about when we are together? We talk about what a remarkable privilege it is to lead these extraordinary Americans."

**Major General Michael R. Lehnert**

"...let us strive on to finish the work we are in, to bind up the nation's wounds, to care for him who shall have borne the battle and for his widow and his orphan..."

**President Abraham Lincoln, Second Inaugural Address**



**Hiring Event**

**Friday, November 21<sup>st</sup>**

At the Olympia National Guard Armory  
515 Eastside St SE, Olympia, WA 98501

**12:00 pm – 3:30 pm**

This event is our eighth annual hiring event that coordinates with the Veteran's Stand-Down. **There is no cost; tables and refreshments provided to employer representatives.** Check-in for employer's starts at 11AM and lunch will be available from 11:00 – 12:00 with the event starting at Noon.

To register:

Please complete the form provided and fax to:

**360.704.6443 Attn: John Moysiuk**

or email to [jmoysiuk@esd.wa.gov](mailto:jmoysiuk@esd.wa.gov)

For additional information or accommodations contact John Moysiuk at 360.704.3614

Company: \_\_\_\_\_

Contact Name (s): \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Address: \_\_\_\_\_

How many will be attending? \_\_\_\_\_

What types of employment openings do you or will you expect to have?

Skirted tables and chairs provided at no cost

WorkSource is an equal-opportunity partnership of organizations that provide employment and training services. Auxiliary aids and

**About Our Organization...**

**Veteran Employees Resource Group**  
P.O. Box 43113  
Olympia, WA 98504-3113

**Article Submission**

If you'd like to send an article for inclusion in the newsletter, please send it the following email address:

[william.allman@hca.wa.gov](mailto:william.allman@hca.wa.gov)