

# USGS RETIREES

NEWSLETTER No. 201

November 2023

*An organization of retirees of the U.S. Geological Survey, whose purpose is to keep its members in touch with each other and their former agency.*

## President's Message

This has been a very busy year for the Retirees' Organization. Our 20<sup>th</sup> Reunion was held in March in Tucson, AZ, where we celebrated our Organization's 50<sup>th</sup> Anniversary.

Retired senior hydrographers Jeff Sallas, Owen Baynham, and Brady Long staffed a Retirees' Organization booth at the USGS National Water Data Training (NWDT) Conference in Phoenix, AZ, August 21-24. There were many firsts associated with this conference sponsored by the Hydrologic Data Advisory Committee (HDAC)—first NWDT annual conference held since COVID-19 hit the country; largest number of attendees to date at any NWDT conference; and first Retiree's booth at a HDAC conference. The booth was provided free by HDAC. A presentation also was given to attendees about our Retirees' Organization.

The Local Arrangements Committee planning the 2025 reunion has been very active with looking at options for the reunion in Alabama. At this point, they are looking in Tuscaloosa which will provide the opportunity for attendees to visit the National Water Center and the new building that will house the USGS Hydrologic Instrumentation Facility (HIF), and other activities. The HIF building is located on the University of Alabama North Campus and will be ready for occupancy before the end of this year. Reunion dates will be announced in a newsletter approximately one year prior to the reunion.

The final article from the 50<sup>th</sup> Anniversary Committee, "*Where Do We Go from Here? A Plan to Sustain the Future of the USGS Retirees' Organization*" by Pete Anttila, is included in this newsletter along with a closing note by the committee chair, Herb Freiburger. The article includes the plan and associated actions to sustain membership. The Officers believe the long-term sustainability of our Organization requires a diversified membership of retirees from the entire USGS. Having more than one USGS retirees' organization will not sustain our respective futures. We look forward to interactions with all Mission Areas and science support offices to obtain diversity in our membership. We have already started the process by reaching out to National Geospatial Program retirees.

**Note: A ballot is included for election of vacant officer positions. I encourage you to vote.** Norm Grannemann and Pat Tucci will be vacating their positions of Northeastern and Western Regional Representatives, respectively. Please join me in thanking them for their dedicated volunteerism and leadership service to our Organization.

It has been a rewarding experience serving this Organization and working with an outstanding group of officers the past 2 years, but I am not running for re-election because of a health issue. I wish all of you a very happy, safe Holiday Season.

*Regards, Bill*

Editor's note: Current Western Regional Representative, Pat Tucci, found a highly qualified person to be the new Western Region Editor in Matt Larsen. Matt needs no introductions and the newsletter editing team is excited to welcome him to the group. Matt will start his volunteering in 2024 diving into the February issue.

**National Officers:**  
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Phil Turnipseed, Vice President  
Kate Flynn, Secretary  
Cathy Hill, Treasurer  
Herb Freiburger, Archivist

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## **Where Do We Go from Here?**

### **A Plan to Sustain the Future of the USGS Retirees' Organization**

**Pete Anttila**

#### **Introduction**

The year 2023 marks the 50<sup>th</sup> anniversary of the USGS Retirees' Organization. It is an unprecedented achievement for a retirees' organization from a single Federal agency with 100 percent volunteerism. As in the past, the onus is on its membership to maintain the Organization's viability, value to its members, and support to the USGS. Today, we are challenged with a declining membership. When comparing memorials with new members in our newsletters, it is obvious that the number of members passing is exceeding the number of new members. Our Organization needs to develop a plan to increase membership. We may not reach our peak membership of 1,417 in 2010, but we can try. Your National Officers and a few committees have identified causes contributing to the decline in new membership and some actions to reduce the impacts of those causes. This article will identify the causes of decline and present a plan to remediate their impact to sustain our viability and increase and diversify our membership.

#### **Causes for Decline in Membership**

According to previous Retirees Directories the decline in membership really began in 2016 with a loss of 47 from the 2015 total of 1,322 members. The decline has continued. This year our total membership is 1,178, a decline of 144 since 2015. Starting in the early 2000's, several reorganizations of the USGS occurred leading to today's structure of five environmental Mission Areas (Water Resources, Natural Hazards, Energy and Minerals, Ecosystems, and Core Science Systems) and seven Regions (Northeast, Southeast, Midcontinent, Rocky Mountain, Southwest, Northwest-Pacific Islands, and Alaska). In response to some of the early USGS reorganizations, our National Officers decided in 2015 to change our name from "WRD Retirees" to "USGS Retirees" to better align with the USGS and attract new retirees from the entire USGS.

The reorganizations have reduced both the total number of employees and those associated with water activities, especially in research, management and technical support and oversight. Employment in Reston Headquarters was especially impacted. Using data from the USGS Green Books, the number of USGS employees from 2015 to 2023 has dropped from 8,507 to 8,442, respectively. Because our organization comprises predominately retirees who worked in water resources, our efforts to attract new membership have been from the Water Science Centers (WSCs) of the Water Resources Mission Area (WMA). The WSCs are basically Water's operational program that, formerly, was run in Districts. If we continue to focus on WSCs, we will reduce substantially the number of potential new members. In 2023, the WMA has 3,540 employees. The author could not find a source for WMA employment numbers for 2015. The author counted 4,249 water resources employees in a 2004 Water Resources Directory. That number of employees probably remained fairly constant until the following changes occurred: (1) elimination of Water's National Research Program with scientists and support staff reassigned mainly to the other Mission Areas; (2) elimination of the Offices of Surface Water, Groundwater, and Water Quality with staff reassigned both within the WMA and to other Mission Areas; (3) elimination of Water Regional Offices; and (4) reductions to the National Training Center. These changes resulted in a reduction of employment of over 700 employees as the employment in WMA in 2016 was 3,503. These changes also have resulted in a significant loss of national and regional connection among WSC employees. Our Organization's founding concept of retaining contact with a national extended family has been greatly impacted.

An additional recruitment problem, created by the updated Office of Personnel Management (OPM) policy that restricts access to an employee's personal information, has hampered our ability to communicate with employees after they retire. Specifically, we have not been able to efficiently contact newly retired employees. To address this problem, we were successful in having the USGS Human Resources offices include the Retirees' one-page flyer and an application form in retirement packages nationwide.

Lastly, our current membership comprises primarily water-scientists such as hydrologists, civil and environmental engineers, biologists, geologists, chemists, physical scientists to name a few. We are woefully underrepresented by other water positions such as hydrologic technicians, report specialists, information technologists, administrative staff, and others. The underrepresentation has led to a mistaken perception that our Organization is primarily for retired water scientists who were mostly in management and high-level positions.

### **Plan to Sustain Membership**

The approach to sustaining membership will be to take actions to enhance exposure of the Retirees' Organization to current USGS employees. Emphasis must be at the state and local level by encouraging retirees to get together regularly and maintain contact with their local USGS office. Our goal with this basic approach is to provide impetus and qualitative incentives that encourage retirees to join and stay active in a national organization that supports, provides benefits, and feels like an extended family.

To date, actions planned and taken have concentrated on the WMA. Initially, these actions will continue to be concentrated on the WMA. Upon learning the effectiveness of each action, we can implement actions to obtain memberships from employees in the other Mission Areas. Unfortunately, some of our recent actions have been impaired by closure of USGS offices during the COVID-19 pandemic and the continuation of employees working at home. Regardless, we must find a way to make them effective.

### **Actions**

The following actions are proposed:

1. Develop and maintain a cordial relationship with Dr. Joshua Joseph, the recently selected Deputy Associate Director for the WMA. This action started with his accepted invitation to present at the Information Meeting of the Tucson Reunion, held in March 2023.
2. Continue effort to fill vacant Affiliate Liaison Member positions in states with a major WMA office. An email was sent in September by our President to Donald Cline, WMA Associate Director, and to Joshua Joseph asking for their assistance, as appropriate, in communicating with the WCSs. Specifically, in coordination with the Regional Directors, we would like their office to distribute a memorandum we drafted addressed to WSC Directors requesting their assistance in recruiting vacant Affiliate Liaison positions. Affiliate Liaisons are active USGS employees serving as an interface in cooperation with the Retiree's state representative. The September memorandum also included our pursuit for one inclusive USGS Retirees Organization and asked if they had any objections or advice about contacting the other Mission Areas (see Action 11).
3. Maintain and/or recruit active State Representatives in all states with WCS offices.

4. Bolster each State Representative's role in staying in contact with WMA retirees' groups around his or her state. A State Representative needs to be involved in planning and attending, when possible, state retirees' gatherings.
5. Increase attendance and frequency of local retirees' gatherings and include all USGS retirees (members and non-members) within reasonable driving distances. A recently developed PowerPoint presentation on our Organization is available for these gatherings and other gatherings and meetings attended by Retirees' members. Local USGS offices should be notified about the gatherings with a request for a guest speaker. If available, the Affiliate Liaison should also attend.
6. Add a social media specialist to the Board who can develop active and effective social media pages for the Organization. The specialist needs to be knowledgeable in the development of Facebook communications and other social media.
7. Increase membership of retirees employed in all water-science positions. Recently, our Board of Officers agreed to test the effectiveness of adding a national At-Large hydrologic technician position on the Board. Three retired hydrologic technicians have volunteered to participate in the test. A Hydrologic Technician Engagement team was formed to provide recommendations to enhance Hydrologic Technician engagement with our Organization. The recommendations, unanimously approved by the Board, are incorporated into this short-term plan under the next action.
8. Enhance engagement of USGS Hydrologic technicians with the Retirees' Organization by:
  - a. Giving periodic information updates at USGS Hydrologic Data Advisory Committee (HDAC) meetings by a Hydrologic Technician Retirees' member.
  - b. Making available a copy of the Retirees' Newsletter and a Retirees' brochure in each participant's swag bag at the annual data conferences.
  - c. Setting up a Retirees table or booth at the Annual National Training Workshops and at Hydroacoustic, Groundwater and Water-Quality Conferences. In August 2023, a booth provided by the HDAC and staffed by three retired technician members successfully represented our organization at this year's Data Workshop in Phoenix. A report on the booth is included in this Newsletter.
  - d. Keep current the Retirees' Facebook page. A suggestion was given to update the page with photos from the Tucson Reunion.
  - e. Creating a mentoring program for hydrologic technicians to reach out to young colleagues in USGS.
9. Organize an engagement team covering the other underrepresented positions. That team will provide their recommendations to the Board.
10. Continue the USGS Retirees' Scholarship Program. As reported in the May 2023 Newsletter, "this program continues to enjoy great success and is a continuously popular topic for the retirees at local and regional chapter meetings" with 47 scholarships totaling over \$90,000 since its inception in 2006.

11. Begin a process to gain membership from retirees of the other Mission Areas. Initially, we need to obtain agreement and support for having one inclusive retirees' organization from leadership in the other Mission Areas. Our current plan is to have our Organization's President:
  - a. Contact the USGS Director and the Executive Leadership Team (ELT); and
  - b. Contact the president of the Geologic Discipline (GD) Retirees.
12. Have our President request an in-person/virtual/telephone meeting with the USGS Director or his Chief of Staff to provide the results of contacts made in Action 11. Discussion would include our proposed reorganization of USGS retirees. Specifically, a team of retirees representing participating Mission Areas (ideally, all Mission Areas) would define leadership positions, responsibilities, logistics for implementation; identify national and local events; provide suggestions for a revised Newsletter and staff; and prepare a statement on the benefits to all USGS retirees.
13. Have our President attend one of the weekly virtual meetings of the USGS ELT to present the status of plans and actions for integrating retirees from all Mission Areas into one retiree's organization and thank them for their support. Attendance at an ELT meeting would also enable the Regional Directors to be informed, provide the opportunity to ask questions, provide advice, and, hopefully, gain their support.

### **Conclusions**

Declining membership since 2015 necessitates actions to maintain the viability of the USGS Retirees' Organization. A plan with a list of actions is proposed to sustain the Organization's future. Members of the 50<sup>th</sup> Reunion Committee are optimistic that the Organization will remain viable for a long time. With USGS reorganized into Mission Areas and Regions, proposed actions are weighted heavily at the local level. Increases in the number and frequency of local gatherings of retirees are needed as well as more exposure of the Organization through local USGS offices. By publishing information and photos of these gatherings in our Newsletter, local retirees are connecting with members nationally and developing an extended-family feeling. More frequent local gatherings should also interest future retirees in attending so that they can maintain contact with people with whom they worked, admired, and respected during their USGS career. Knowing that a unique retirees' organization exists, providing benefits to its members and supporting local gatherings, should result in an incentive to join when they retire.

With the aid of active State Representatives and Affiliate Liaisons, backed by the elected Officers, we can successfully carry out the proposed actions. Success also is dependent on filling all vacant elected and appointed positions, as well as getting volunteers for special assignments and committees. Through encouragement from existing volunteers, we can get more younger members to consider filling vacancies and participating in other volunteer roles. Our future depends on its youngest members.

With each year of employment, one gains more understanding and appreciation for the work and contributions the USGS provides to our country and environmental science. When you retire you will always consider yourself fortunate to have worked for USGS and have the satisfaction and pride that you contributed valuable earth-science information to the Nation. USGS retirees can share that pride and exchange employment memories with fellow retirees by joining a unique retirees' organization that celebrated 50 successive years of activity in 2023. Most importantly, our Organization provides retirees the opportunity to maintain a feeling of connection to their former agency. The long-term sustainability of our Organization requires a diversified membership of retirees from the entire USGS. Having more than one retiree organization will not sustain their respective futures. We look forward to interactions with all Mission Areas to obtain diversity in our membership.

## **Closing Note from the 50<sup>th</sup> Anniversary Committee**

**Herb Freiburger**

The USGS Retirees (formerly the “WRD Retirees”), a storied organization, is in its 50<sup>th</sup> strong year of existence. To commemorate the 50 years of this totally volunteer organization, a 50<sup>th</sup> Anniversary Committee was formed in the spring of 2022. The purpose of the committee was to document our history over the last 50 years in a series of articles for the Retirees’ Newsletters. Monthly zoom meetings were held beginning in late April 2022. It has been my pleasure to chair that committee with fellow members Phil Turnipseed, Bob Swanson, Cathy Hill, and Pete Anttila. Bill Carswell, Jeff Stoner, and Joanne Taylor served as ad hoc members. Dennis Sulam, a retiree member, provided additional reviews of the articles. Dick Engberg, another retiree member, and past President and past archivist coauthored one of the articles.

The committee used the quarterly newsletter, starting with the November 2022 edition, to publish the following articles: An announcement of the 50<sup>th</sup> anniversary; an ode to George Ferguson, its founder; History of the WRD Retirees; Some significant events in our organization and the parent USGS during the 50 years; Retirees scholarship program for hydrologic technicians that started in 2006; and an article by former Chief Hydrologist, Bob Hirsch, where he described his relationship with the Retirees’ Organization during his tenure. The last article, “Where Do We Go from Here? A Plan to Sustain the Future of the USGS Retirees Organization,” was written by Pete Anttila, former President of our Organization and currently an active member of the governing body.

The Retirees’ Organization, in its first 50 years, has had great success in accomplishing its goals of keeping about 1,200 members informed of news of the entire membership as well as what was happening with the parent organization through the newsletter. The beginning of perhaps the next 50 years, however, has some challenges that we have not faced before, such as recruitment of new members. This will most likely be more complicated than in the past as the former Divisions of the USGS have been reorganized resulting in less of a “family-type” atmosphere among active employees. We feel that open discussions with leaders of the USGS Mission Areas and Regional Offices needs to be initiated where we should consider forming one larger retirement organization for the entire USGS. This would be in line with the current USGS organizational structure, which would most likely gain us more support from USGS senior leadership, and quite frankly would make more sense. Pete, in his article, provides more details on the issues, discusses the problems, and recommends a pathway forward on how to keep the Organization viable.

An additional sustainability issue is enticing more members to step up and serve in elected and appointed positions at the Board level. Granted, any job will be on a volunteer basis without compensation, except for the self-gratification that you helped the Organization succeed in carrying out its mission and sustaining viability. Volunteering also will help maintain the “family atmosphere” that we now enjoy and keep the retirees’ organization moving in a successful direction. Any task can be done from your home and (or) any place in the country. You would probably be surprised to know that currently there are 13 governing members on the Board that meet virtually every month. Board members reside in 11 states across the country. So, please, if you feel you could help in any way and believe that you have some time to give, contact any Board member.

The committee hopes that you have enjoyed all the previous articles as well as the one Pete has just presented in this issue. It has been our pleasure to present them to you, our members.

## **ELECTION OF USGS RETIREES' OFFICERS: 2024 - 2025 BIENNIUM**

### **SEE PAGE 8 FOR BALLOT**

It is election time. The slate of candidates, selected by the Board of Directors, is shown below with a brief biographical sketch for each.

**President, Robert Mason.** Robert joined the USGS North Carolina District Data Section in 1982. He worked as a Civil Engineer and then a Hydrologist on streamgaging network issues and various regionalization and surface-water modeling projects. In 1995, Robert transferred to the Office of Surface Water (OSW) in Reston on a 4-year rotational. At the close of the rotational, Robert became Chief of the California District Data Operations Section. Later, he was reassigned to manage the San Francisco Bay/Delta Program. In 2002, he was selected as Deputy Chief of the OSW and in 2014, he was selected to become the Water Mission Area (WMA) Senior Science Advisor for Surface Water, Chief of the OSW, and Delaware River Master. Upon the reorganization of the WMA, Robert continued as Senior Science Advisor and served as the Extreme Hydrologic Events Coordinator until his retirement from Federal service in December 2022. He was one of the co-authors of USGS Techniques and Methods Report 4B5, "Guidelines for determining flood flow frequency — Bulletin 17C," and was the longtime Department of the Interior representative on the Federal Emergency Management Agency's Technical Mapping Advisory Council. Robert is currently serving as a member of the National Academy of Sciences Committee on "Modernization of the Probable Maximum Precipitation Estimation." In retirement he is taking various science classes at the University of Mary Washington including over the last year, "Weather," "Astronomy," "Geospatial Analysis," and "Climate Change." He is also pursuing a certificate in Remote Drone Piloting and Operations at Germanna Community College. Robert is a registered Professional Engineer. He also is an apprentice-level Virginia Master Beekeeper with several hives. Robert and his wife, Heather, now make their home in VA.

**Northeastern Region, Barbara (Barb) J. Ryan:** Under Barb's leadership, millions of satellite images have been made available to the general public at no charge, allowing scientists, planners, and policymakers to make better-informed decisions on a range of environmental problems. Her advocacy for revamping the 36-year-old Landsat Data Policy (in 2008) has resulted in \$2.1B of annual economic benefits globally. Barb's career began in 1974 at the USGS where she spent the next 34 years working in seven states and Washington, D.C. From 2008 to 2012, she was Director of the World Meteorological Organization (WMO) Space Programme, and from 2012 to 2018, Barb was the Secretariat Director of the intergovernmental Group on Earth Observations (GEO) in Geneva, Switzerland. In January 2021, Barb became the second Executive Director of the World Geospatial Industry Council (WGIC), a global not-for-profit trade association of private-sector companies working in the geospatial and Earth observation ecosystem. Her interests build on a long career in environmental governance, science and technology, and international collaboration. She is a strong advocate for open data policies, the integration of Earth observations, and hyper-partnering to ensure that existing and planned resources can be more effectively used to address the significant environmental and social issues facing the world today.

**Western Region, Sandy Williamson:** Sandy and Debbie got married in 1973 during college at UC Berkeley. Sandy started at USGS in 1976 in Sacramento. Then he worked on the USGS RASA Central valley, eventually as the chief modeler. He transferred in 1983 to Austin, TX, to be the Gulf Coast RASA modeler. He transferred to Tacoma, WA, in 1991 to begin leading one of the first round of NAWQA studies on the central Columbia plateau. In 1997, he started leading the database team for NAWQA HQ, which continued until his retirement in 2010 after 34 years. He continued in his second career selling boats and new aluminum big boat trailers until early 2023 when he sold that business and fully retired. He chairs Friends of Spanaway Lake 501c3 since 2017 to improve the water quality of this septic tank polluted lake that they live on, continuing on using science and data collection to guide treatment options. He and Debbie have 4 kids and 11 grandkids.

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(DETACH BALLOT HERE FOR MAILING OR SUBMIT ELECTRONICALLY)

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Herndon, VA 20172-0280

OR EMAIL BALLOT COPY TO: [wrretirees2014@gmail.com](mailto:wrretirees2014@gmail.com)

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### ELECTION OF USGS RETIREES' OFFICERS: 2024 – 2025 BIENNIUM BALLOT

Please print your name, provide your signature, and either mail or email your ballot as noted above, no later than December 21, 2023.

Please vote for either the nominee shown or another Retiree whose name you must enter in the blank space to the right of the nominee. Complete the ballot by placing an "X" in the parentheses to the right of that candidate. A brief biographical sketch for each nominee appears on page 7 of this Newsletter.

Write-in Candidate(s)

**President:** Robert Mason ( ) \_\_\_\_\_ ( )

**Regional Representative** (*Please vote only for the Regional Candidate in your Region. To find your Region, please see the Retirees' Directory.*)

**Northeastern:** Barb Ryan ( ) \_\_\_\_\_ ( )

**Western:** Sandy Williamson ( ) \_\_\_\_\_ ( )

Members Name (please print): \_\_\_\_\_

Members Signature: \_\_\_\_\_



## National Water Data Training Workshop, Phoenix, AZ

### Owen Baynham, Brady Long, and Jeff Sallas

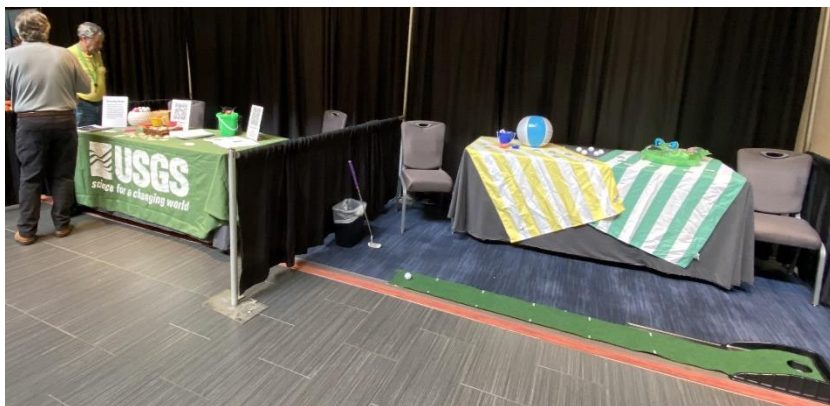
The National Water Data Training Workshop (NWDTW) is an annual event that provides training and workshops for USGS hydrographers (Hydro-techs), hydrologists, and others who collect, analyze, and process water-resources data. This training is sponsored by the Hydrologic Data Advisory Committee (HDAC), whose mission is to improve USGS hydrologic data operations. The training workshop also provides a forum for commercial vendors to introduce themselves, showcase new technologies, and offer technical support for existing products within a dedicated exhibition hall.

Due to the COVID-19 pandemic, the NWDTW had not been held since 2019 in Columbus, OH. This year's workshop was held in Phoenix, AZ, August 21-24, 2023, and was the largest of any NWDTW with 575 USGS hydrographers, hydrologists, and supervisory hydrologists in attendance from across the United States.

This was the first time the USGS Retirees' Organization had a booth at this workshop. It was provided by the HDAC at no cost to the USGS Retiree Organization. It was staffed by retired hydrographers, Brady Long from Edisto Island, SC (Charleston, SC Field Office), Jeffrey "Jeff" Sallas from Knoxville, TN (Indianapolis, IN WSC), and Owen Baynham a local retiree from Gilbert, AZ (Sacramento, CA WSC).

The Retiree booth was well received by attendees. We encouraged future retirees to join the Retirees' Organization. One goal of this effort was to educate USGS employees about the USGS Retirees' Scholarship program. A QR code that linked to the Scholarship Application webpage and another to the Retirees' website was scanned by many of the attendees. The booth was a great success with a lot of fun being had with a putt-putt golf green and a "guess the number of golf balls in the bowl" game. Out of the 93 golf ball count guesses in the game, 4 attendees guessed the correct number! A drawing was held to select one winner. Seventy-seven (77) attendees scanned the QR code to the scholarship application on the website for the coming year. Paper copies of the August 2023 issue of the Retirees' Newsletter, which included scholarship awardees for 2023, were picked up by 36 participants.

Retiree, Brady Long, spoke to the attendees at the Closing Plenary session. He awarded the golf ball guessing game prize to the winner. Brady also gave an overview of the USGS Retirees' Organization, membership, and scholarship awards. His presentation received a great round of applause from the audience.



The following are selected suggestions by the booth organizers and participants for the next USGS Retirees' booth at these workshops.

- Have the booth staffed by local USGS retirees who live in/near whatever city that is selected for the training workshop.
- To transition to the next workshop booth, we suggest that the Retiree Board appoint a "USGS Retiree Outreach Coordinator" from the organization for future workshops. Consider rotating the Outreach Coordinator position annually by selecting a recent hydrographer retiree for the position that includes reimbursement for hotel and travel expenses to the conference they are coordinating.
- Change the scholarship terminology from "winner" to "recipient or awardee." It puts a more positive light on the scholarship application and in announcements.
- Consider reusable display items such as: QR Code signs for Retirees' Scholarship Application and Website, Retirees' tablecloth and display stands, and posters of recent scholarship awardees photos and list of past awardees.



***Retired hydrographers Owen Baynham, Brady Long, and Jeff Sallas at Retirees' booth.***

## RETIREMENTS

**Jeff Kvech** retired after 33.337 years of service to the Maryland-Delaware-District of Columbia (MD-DE-DC) Water Science Center (WSC), the USGS and the public, Jeff Kvech has decided to hang up his most prized piece of hydrologic equipment - the fishing rod he used to cast taglines across the stream - and retire. Jeff joined the USGS as a Hydrologic Technician in June 1990 after graduating from the University of Maryland, Baltimore County, with a degree in geography. Early on, he worked on the Patuxent River Non-Point Source water-quality project, which after a few years, morphed into the Maryland Non-Point Source water-quality project. After about a decade collecting water-quality samples, Jeff decided to trade in his DH-81 and churn splitter for AA and pygmy meters and focus on streamgaging. Over the next 20 some years, Jeff's career developed first as a "streamgager," followed by the team-leader for "streamgagers," and in 2018 Jeff became the first Supervisory Hydrologic Technician at the MD-DE-DC WSC. Unbeknownst to Jeff at that time, the Data Chief would be having a significant ocular malfunction and Jeff became the acting Data Chief for the next few months. Jeff stepped up to the job and kept the data streaming in. During his time as a Supervisory Hydrologic Technician, Jeff has served as an advocate and mentor for not only his staff, but for the hydrologic technician staff across the center. Jeff is always willing to share his point of view on mostly any issue, and for that the center's Management Team is grateful. Speaking of management, numerous supervisors and at least 6 different Center Directors have had the privilege of trying to manage Jeff over the years. However, it is important to note that in 1996 he met, at the Baltimore office, the person who would become his continuous, real time "Boss." In the year 2000, it was official - Jeff had a "Forever Boss," not to mention IT support, when he married Gwen Hatten, now, Gwen Kvech, the Center's Lead IT Specialist. While Jeff will no longer be using the fishing pole to cast a tagline, he may be keeping it for its original, intended purpose. Jeff is looking forward to catching up on projects and catching the likes of *Morone saxatilis* or other perciforms, however, maybe not in that order. Please join us in thanking Jeff for everything that he has done for us and wishing him the best in his retirement.

**--Mary Foley, Director, MD-DE-DC WSC, and Charles W. Walker, Ph.D., Associate Director for Data, MD-DE-DC WSC**

**Mike McDermond** retired on July 31, 2023. Mike has been with the USGS for 15 years, most recently with Water Mission Area's Enterprise Technology Office Enterprise Services, where he has been a valued member of the team working on services that ensure the delivery of mission critical water data. Mark's experience and knowledge of improving technical and organizational processes will be greatly missed. From Mike: I came to USGS in 2008 after 22 years with EDS (which was purchased by HP in 2008). I've had ups and downs in my 38 years in the IT field, but I've always been extremely grateful for the opportunities and support I've experienced. It has also been gratifying to contribute, in a small way, to the scientific community with my years at USGS. I wish everyone at WMA the very best and hope to cross paths again in the future. I am looking forward to having a very flexible schedule with ample time for family, friends, travel, biking, skiing and new experiences.

**-- Carolyn McCullough Emmanuelli, WMA, Enterprise Services Chief**





**Cherie Miller** retired on September 29, 2023. It is with a mix of emotions that the Laboratory and Analytical Services Division (LASD) of the Water Mission Area (WMA) announces the retirement of Cherie Miller, a dedicated member of the USGS family. Over the span of three decades, Cherie has passionately served both the USGS and our Nation. Cherie's journey with the USGS began in 1993, and her career has been characterized by remarkable contributions. With a diverse educational background, including a Bachelor's in Biology, M.S. in Environmental Science, M.A. in Hydrogeology, and a Ph.D. in Chemistry, Cherie's work has left a lasting impact in various scientific fields and for generations to come. Her extensive research includes continuous and real-time water quality monitoring, including the

development of models to estimate stream chemistry parameters and understand stream processes and ecology. Cherie has also had a special interest in managing and analyzing Water-Quality data. In the early 1990s, she served as the project chief of the Chesapeake Bay Fall-line Toxics Program and as the Surface-Water Specialist for the Potomac NAWQA pilot. From 1996 to 2010, she played a pivotal role as the Water-Quality Specialist for the MD-DE-DC Water Science Center, delving into nutrient and sediment load modeling, urban stream processes, innovative technologies for water quality monitoring, and the presence of toxins in streams, including metals, pesticides, and organic wastewater chemicals. Her research extended to the realm of fish ecology in urban streams. Cherie's leadership was evident in her role as Associate Director for the Center, where she oversaw two science teams: the Water-Quality Monitoring and Modeling Team, and the Fate and Bioremediation Team. Currently, she holds the position of Deputy Director of the LASD WMA, collaborating closely with the National Water Quality Laboratory in Denver, CO, as well as project laboratories in Reston, VA, Menlo Park, CA, and Boulder, CO. Throughout her tenure, Cherie accomplished numerous remarkable achievements, with her greatest success being her ability to mentor and develop diverse USGS leaders. As Cherie embarks on this new and exciting chapter of retirement, we extend our warmest wishes for a fulfilling and joyful experience. We invite you all to join us in celebrating Cherie's remarkable career.

**--Jennifer 'Jen' Kirkpatrick, Supervisory Program Analyst, LASD, WMA**



**Jana Stewart** retired on September 30, 2023. Please help the Upper Midwest Water Science Center (UMid WSC) in congratulating Jana on her retirement after 31 years at the USGS. Jana joined the USGS after earlier career positions at Chicago Botanic Gardens and UW Madison, Dept. of Plant Pathology. After these forays, Jana started exploring university courses in remote sensing and GIS at UW Madison and soon found herself pursuing a MS degree in Environmental Monitoring studying remote sensing of land cover. With her adventurous spirit, she searched for student positions in Federal agencies across the western United States and Alaska, yet in 1992 found herself landing at the USGS Wisconsin WSC only miles from where she grew up. She questioned why they would hire her, as she was not a Hydrologist and learned she would be part of the Western Lake Michigan (WMIC) National Water Quality Assessment (NAWQA) team conducting multi-

disciplinary studies on streams of Wisconsin and Michigan. And that her knowledge of plants and soils, understanding of agricultural crops and management, and technical skills in remote sensing and GIS were sought after for these studies. This foundation would help build lasting relationships with colleagues in the Midwest and around the country and help shape the rest of her career at USGS. Jana was immediately impressed with the USGS, their science, access to world-renowned USGS scientists, courses at the Denver Federal Center, the variety of opportunities for growth, and the nurturing workplace. As part of WMIC NAWQA, she learned ecological and surface water field sampling techniques, honed her GIS and database management skills and applied these to

multi-disciplinary studies. She spent 15 years of her career working on various NAWQA regional and national studies. Her NAWQA ecological work provided her with a spring-board to lead aquatic biodiversity studies with scientists at Universities, NGOs and state natural resource agencies across the Great Lakes and northeast for the next 10 years. A highlight each year was the opportunity to share findings and meet colleagues at the much-anticipated American Fisheries Society Annual Conference. One of the great benefits of working for USGS is that when one project winds down there is always another interesting opportunity that presents itself and Jana soon found herself as part of the SPARROW nutrient modeling team working with new and also familiar faces across the country. This project provided connections to her current scientific endeavors where she has served as project co-lead for the National Water Use Model development team helping lead an amazing and energetic team of scientists to develop models to predict water use across the Nation. Throughout these years, Jana always looked for opportunities to take on a leadership and supervisory role, in acting positions as a team leader in the WI WSC, USFWS Landscape Conservation Cooperative, and the USGS Cartographic and Publications Unit. In 2020, she was fortunate to take on her current role as team leader of the Aquatic Contaminants team at the UMid WSC where she supervises an amazing team of creative, passionate, personable, and productive scientists. Jana is proud and humbled to have worked for such a great organization and appreciates the friendship, trust, and confidence that colleagues across the Nation and the USGS family have shown her throughout the years. Jana's immediate plans are to celebrate her retirement enjoying adventures with family and friends, fall colors, biking, paddling, sailing, gardening, volunteering, and a few outdoor home projects that need to be completed before the ski season begins. Jana will be coming back as a Scientist Emeritus to help with leadership transitions at UMid WSC and to help continue moving the national water use models forward.

**--John F. Walker, Director, UMid WSC**

## NEWS OF RETIREES

***Editor's note: John Klein served as editor, Western Region Retirees' Organization for 18 years. THANK YOU, John! For this volunteer service we felt it would be okay to publish the rest of his retirement stories.***

**John Klein ('06) writes:** In early 2006, we traveled to Mexico with my brother and his wife who was born and raised in central Mexico. With her and her brother as tour guides, we visited and saw some incredible country. Upon return we decided on the truck we wanted and bought it online from Dave Smith Motors in Kellogg, ID. Once we had the truck, we ordered our 5<sup>th</sup> wheel, and by early 2007 we were in route to a volunteer assignment at the Santa Ana National Wildlife Refuge on the Rio Grande near McAllen, TX. While still working in late 2005 on US/Mexico border water issues, I met the Refuge Outreach person and I called her knowing they were building a new RV area for their volunteers, and indicated we were interested. We spent two seasons at this location. Joyce worked in the visitor's center, and I got to be in the field all day learning how to make diversions from the Rio Grande to manage water levels in several lakes used to provide preferred habitat for a variety of migratory birds. In 2009, we moved to the Eastern Shore of VA Wildlife Refuge at the north end of the Chesapeake Bay bridge. The environment of the Chesapeake Bay ecosystem did not resemble the environment of the Rio Grande. So that required a new learning curve. The visitor's center was a regular rest room stop for folks traveling from NY to FL for the summer, so we learned about a new diverse population of migratory birds and people.

During the summers, we would return to Tucson for several months. In previous years, we had purchased timeshares in Kauai and The Big Island. During the summers of 2006-10, we would travel to Kauai for a month and volunteer at the Kilauea Lighthouse and Wildlife Refuge. Our duty assignments were very general: learn what is going on in the ocean that day and then show it to all who visited and be ready to answer questions about the many nesting sea birds, where whales had been seen, and where endangered monk seals could be seen on the rocks below the Lighthouse. We also took on some NOAA needs babysitting mother Monk seals (endangered species) and their pups. We would tape off the beaches with many signs at sites where mother and pup would beach to sleep in the sun and try to keep folks away (it's amazing how many folks travel to Hawaii but don't read). We would also keep an inventory and narrative of how mother and pup were doing and take as many photos as possible. I wrote an article for a Retirees Newsletter about this assignment. It was one of our favorite jobs, plus we got lots of exercise walking all day along beaches.

In the fall of each year since 1995, we return to the Big Island for 3 weeks. In 2007-2010, we volunteered with Hilton in support of their water aid station for the Iron Man Triathlon. In 2008, Joyce was hit by one of the leaders and ended up in the hospital with a serious shoulder injury which still causes her pain. The following year, she stayed away from the road, but kept freshwater bottles available for distribution.

In early 2010/2011, we took a volunteer assignment with BLM at the Yaquina Lighthouse at Newport, OR. Three days a week we dressed as the early Lighthouse keepers, I would be positioned at the top of the Lighthouse, and Joyce at the bottom with a presentation of the rugged life in the early years for these Lighthouse Keepers, and at the top I discussed the history of lighthouses and the advancement of the equipment, the wonder of optics and the brilliance of many early scientists. After our 2011 tour at Yaquina, we moved to the southeast corner of OR to volunteer at the Malheur Wildlife Refuge for 3 months. Another very rewarding assignment, by the end of 2 weeks Joyce and I were the only personnel on the refugees from Thursday evening to Monday morning. Joyce ran the visitors center and briefing for those new to Malheur, and I was in the field all day in various locations doing bird counts. It was a huge refuge, and the desolation was very enjoyable for us.

We took a few years off due to surgeries but continued various smaller RV trips and working on our house in Tucson that we knew we would probably sell since we were finding it hard to maintain a house when it is vacant most of the year. But by 2015, we were anxious to hit the road and we took a paying position that ended up lasting for 4 summers in West Yellowstone, MT, working in several outdoor clothing/equipment stores for a family that we befriended.

In 2019, based on our experience in retail we accepted positions in Skagway, AK. We spent almost 6 months there with a family with a significant background in the history of AK, that had 4 stores in a community that depended on 3 to 5 cruise ships each day. At 8:00 am the streets would be deserted, by noon there would be 10,000 or more in town, and by 6:00 pm deserted again. We loved it there and had planned a return in 2020 but COVID took care of that.

2020 found us in Wall, SD, working in a "Gold Diggers Store." Wall is an interesting anomaly, but it was a bad year to be in retail since most of our customers were escaping the east coast COVID mess and chose our store to cry in, literally. Late summer, Wall would be packed as the Sturgis crowd was moving through, and a week or so later they would return to spend a lot of money in our store as they felt the need to take something home to "Mamma" who had been left behind.

2021 found us back at Yaquina, but again we were impacted by the COVID panic. The Visitor's Center and Lighthouse were closed so we worked at a table outside and had to wear masks and gloves. Most of the summer was windy, very foggy, cold, and rainy. We stayed for our agreed time but left frustrated with BLM and their unreasonable restrictions. The visiting public was also very upset at the closures and unfortunately Joyce and I were often the ones absorbing their complaints.

2022 was a granddaughter's graduation from college and then her marriage a few months later. So, we simply went to the Polson/Flat Head Lake area in MT and spent time with friends. This past year found us in Libby, MT, for a volunteer detail with the Corps of Engineers at a huge recreation area and dam they manage.

Why did we adapt to this lifestyle, sell our house in 2018, get rid of much of our "stuff," and live full time in a RV? We knew if we opted to make the investment in a RV and truck, we were going to do it all the way. We love life in our RV resort where we own the lot and have built an outside living area. Our chapel here has become a major part of our life. We don't always travel in our truck, we have cruised the Panama Canal, the Caribbean, a month-long cruise in the Mediterranean which we took since there was a 3 day stop in Israel. In early 2020, we traveled to Israel and Jordan for 2 weeks to immerse ourselves in a desire to follow the path of Christ.

Retirement has been wonderful, our wonderful WRD career with many wonderful friends and mentors set the stage for our desire to move on and see and learn more about the natural resource world we live in. We could never of had the opportunity to do that staying in one location or traveling and staying in a closed hotel room. Part of the positive aspect of RV living is the wonderful folks we meet and the incredible potlucks. Our truck is approaching 200K miles, and I now have a pacemaker. Which will wear out first, we will travel until that happens.

**John Clarke ('14) writes: *Clarkes Continue Exploration of the Arctic Region:*** John Clarke and wife Karen (Benz) Clarke recently returned from a cruise to Greenland. With this trip they have now visited the Arctic Circle at both the top and bottom of the world, including visits to the Antarctic in December 2021, Svalbard, Norway, in 2022, and the recent Greenland excursion in August 2023.

We travelled via charter flight from JFK airport in NYC to Kangerlussuaq, Greenland, on July 31<sup>st</sup>. The Inuit language includes words of double consonants which we never could pronounce, so we called towns by abbreviated names such as “Kangertown.”

We boarded our ship, the Silversea Endeavor, and departed on our voyage that evening. The luxurious ship had a crew of around 200; there were only 100 passengers so we were outnumbered 2:1 by crew! Needless to say, we received fantastic service.

During the 10-day voyage we covered 2,087 nautical miles and travelling to 72 degrees north latitude. We visited numerous fjords and glaciers and toured in sea kayaks and zodiacs.

The beauty of the ice and rich blue waters was spectacular. During the cruise, temperatures were mostly in the 40s, never falling below freezing. Effects of global warming were evident with glaciers clearly retreating. Locals also mentioned how bays that previously froze over in winter no longer do so.

*During a kayak tour in Evighsfjord, I was struck by the beauty of the hanging glaciers of the fjord and how similar it looked to Milford Sound in New Zealand. The main difference is that the glaciers in Milford Sound have melted away, leaving hanging waterfalls. Could this be the future for fjords in Greenland?*

One way in which this trip differed from our Antarctic and Svalbard cruises was the paucity of wildlife. We only saw whales a few days, a few seals, and no land mammals. While visiting some of the villages, we noticed there were mostly women in town. Apparently, we arrived during hunting season and the men were out hunting reindeer (perhaps this is why we didn't see any reindeer during our trip).

Our original itinerary included stops as far north as Cape York, Greenland, with a final port at Pond Inlet, Canada. Unfortunately, we received notice on August 7 that the port of disembarkation would need to be changed due to “surprising and unseasonable sea ice” blocking access to Pond Inlet. Our port of disembarkation was changed to Iqaluit, Nunavut, Canada, 943 miles southward, requiring 2 days at sea. Although we were disappointed by this change, we understood how weather and sea conditions can change the itinerary of an expedition cruise. Fortunately, we had great weather throughout the trip, so earlier stops were under bright sunshine.



***Above: Here we travel in our kayak to visit a glacier up close in Evighedsfjord. In front of the glacier, we videoed an iceberg flipping upside down.***

***Below: Karen enjoys a hot chocolate on a zodiac cruise Iltilleq.***







***Left: The icefields of Greenland produce humongous icebergs, with many towering over 100 feet. Only 1/10 of an iceberg's mass is above water with the other 90 percent underwater. These icefields are where the iceberg that sunk the Titanic originated. In the photo at left, Karen and I show off our Brockport hats in front of a 100-ft tall iceberg at Illulissat.***



***Colorful houses on the rocky hillside of Kangaamiut.***



***While in Illulissat, we came upon a wedding ceremony. Here two Inuit women dress in traditional clothing for the ceremony.***



***Karen dons mosquito netting while exploring the Tundra.***



***The cruise provided expert guides on a variety of subjects. Here John and Glaciologists Wai Yin Cheung of Queens University of Ottawa pose on the deck.***

**Pat Tucci ('07) writes:** Zelda and I did lot of traveling this summer, escaping the record high temperatures in Arizona. Early in July we spent a couple of weeks visiting friends and family in Colorado. Later that month we embarked on a 16-day cruise that went from Copenhagen to Scotland, Orkney and Faroe Islands, the north coast of Iceland, Greenland and ending in Reykjavik. It was a great cruise, despite missing a few ports due to the weather. The scenery in Greenland was fantastic. Our warmest day was in Copenhagen, a blistering 67 degrees. Most days were in the 50s. After departing the ship, we spent another week driving along the south coast of Iceland and taking in all of the spectacular scenery, geology, and food.



**At a geothermal field south of Reykjavik with our tour mascot, Bad Kitty.**



**We found a gaging station along the south coast of Iceland. My 2640 key didn't work.**

**Mark Ayers ('08) writes:** Hi to y'all. Let me start by saying I too love the Retirees Newsletter. Keep it coming. In an update of where I live now, and what's going on: my wife, Karen Schaffer, and I have found our little bit of paradise in Venice, Florida. We bought a little place in south Venice back in February 2020, just before Covid hit. We were Snowbirds for two years. Then in August 2022 we gave away most all our furniture, tools, clothes and other items no longer needed, sold our Louisville condo in 2 days, packed up what was left and moved permanently to Florida. Venice at this point in our life is perfect for us. Karen loves her gym time and kayaking in regional area streams and back waters. We belong to a kayak club here in South Venice, where we've made a lot of good friends and have lots of good times. Thai, Mexican, and Italian food in the area is excellent. We get our beach time with our membership to the south Venice community center, as it owns a stretch of Gulf beach on Manasota Key and an electric ferry to get there. There are 5 State Park Beaches on Manasota Key as well. There are several local parks and preserves within a couple miles where we can take hikes on sandy trails, and some bike trails and ample quiet streets to do our bicycling. That's my way of getting exercise, 3-5 days a week at about 7-10 miles per ride. We've taken a few 2-3 week trips to National/State Parks out west but mainly travel some to see family and friends. Mostly, we stay in touch with family and friends through text, email, and phone calling. Finally, they actually come to visit.

**Dick Engberg ('99) writes:** We have sold our house and will be moving to Salem, OR. Household goods will be loaded September 11 and sent to storage. We will ship our car and will fly to Portland on September 12 where my daughter and her husband will pick us up. We will be homeless when we arrive in Salem but since I have two daughters there, we won't be in bad shape. We will buy a smaller house after we are there. It's tough to leave. We've been in our house for 31 years and love it. We have great neighbors and friends. But age (I'm almost 88) and aches and pains for both of us have necessitated our downsizing and moving close to kids. Besides my two daughters in Salem, Lynne has a daughter in Seattle and a son in San Diego, so nearly all of our family will be reasonably close. I will truly miss WRD Retirees. It has been a big part of my life since retirement and I'll be leaving a lot of people I've cared about over the years including Kate, Cathy, and Herb. Hope to hear from you from time to time. If you are ever in the Pacific Northwest, please call or stop by. I do know one other retiree living in Salem, Chet Zenone. Best regards, Dick.

**Laura Flight [USGS Hydrologic Networks Branch, Software Team Lead] writes:** I just wanted to say that I thought it was great that the USGS Retirees Organization had a booth at the National Data Training Workshop in Phoenix last week. It was great to learn more about the organization and see some old friends!

**Joe McIntyre ('99) writes:** I worked with Phil [Emery] on my first job with the USGS from 1966 to 1969 when I moved from Alamosa, CO to Pacific Grove, CA. He was the ultimate boss. Smart, caring, funny, and just an all-around good guy. We were always playing pranks on one another. One day when Bud Sweet and I were up in the mountains scouting sites, we came upon an old mill site and picked up some mill balls. I knew I had to prank Phil. We got back to the office, and I went into Phil's office and said I found some really strange rocks in the mountains and asked if he could identify them. He looked at them for some time and finally said "I think they are some sort of iron ore" to which I replied, "Yes, they are mill balls; solid steel balls used to crush the ore. Shortly after that I found a cow patty in my desk drawer! God bless you Phil.



## MEETINGS AND GATHERINGS

### Colorado Retirees' Fall Luncheon

The Denver Retirees 2023 Fall Luncheon was held on October 10 at the west Colfax Olive Garden Restaurant with 21 attending. In addition to the fellowship, Colorado Science Center Director Matt Ely gave an entertaining presentation on the state of the programs of the Water Mission Area and the CO Water Science Center. Managing during on-and-off-again Government shutdowns has presented some unique challenges. The attendees also celebrated Jim Blakey's 91<sup>st</sup> birthday. Clockwise around the first table are Janice Ward, Matt Ely, Paula and Jim Blakey, Carole DeHerrera, Shirley Hidalgo, Cary Chiou, and Gladys and Dave Erdmann. Around the second table are Jack Weeks, John Elliott, Betty Palcsak, Mary Kidd, Sharon Powers, Doug and Teresa Cain, Trece and Scott McEwen, and Bob Jarrett. Not pictured are Merilee (cake creator) and Jim Bennett.



## MEMORIALS



**Charles Joseph Bartholet, Jr.** Chuck passed away on May 27, 2023. He worked for the USGS, Water Resources Division. He loved his job, retired in 1989, and moved to Bay City to be closer to fishing and crabbing. He was a member of the Elks Lodge, Boating Club, Studebaker club, and Old Iron Club. He really enjoyed playing croquet with all his neighbors. Chuck is survived by his wife, Virginia, of 61 years; 2 sons and 1 daughter, 4 grandchildren, and 1 great grandchild on the way. He is preceded in death by a son. A Celebration of Life was held at Chuck and Virginia's home on June 24.



**Maurice Gilmore Brumm, 90**, passed away peacefully at his home in Ashburn, VA, on July 7, 2023. He was preceded in death by his father Maurice, his mother Margaret, and a brother and his wife. He is survived by his wife of more than 70 years, Frances Jennings Brumm, his two sons and their families, including 6 grandchildren and 13 great grandchildren. He is also survived by his sister and two brothers and their families. Maury, was a long-time employee of the Department of the Interior, USGS, National Mapping Division; a decorated Veteran of the Korean War; amateur photographer and lover of all things Corvette. Most of all... he was a ball player! He actively played in many men's semi-pro leagues, both football and baseball into his 50's. Avid Nationals fan as well as the Washington Football Team. There will be a simple grave side service performed, but no dates have been set.



**Beverly Ann Buck, 73**, passed away on September 21, 2023. Beverly was born on July 3, 1950, to parents James Marcus Buck and Wanda Mae (Davis) Buck. Beverly graduated from Ames High School in 1969. She attended West Mar College in Le Mars, IA, for a couple of years, taking classes in elementary education. She then went to Boone Jr. College in Boone, IA, for the LPN training. Following that, she attended Des Moines Area Community College in Ankeny, IA, receiving a clerical degree. Beverly worked several jobs in the Ames area before moving to Denver, CO, in 1982 to be closer to her brother and his wife. In 1983, she began working at the USGS Denver Federal Center (DFC) in Lakewood, CO. Still working at the DFC, she was transferred to the Yucca Mountain Project, where she utilized her clerical skills to assist USGS scientists studying the site for consideration as the Nation's first permanent geologic repository for spent nuclear fuel and high-level nuclear waste. In 1995, she had an auto accident due to failing eyesight and shortly thereafter, retired. Beverly was quite sociable and had numerous friends. She was very involved with church activities and often walked to church from her condo. She enjoyed signing and loved the companionship of her dog, Snuggles. She particularly enjoyed her relationship with her twin sister, Barbara. She maintained a close relationship with Chuck since 1986. Despite declining eyesight, Beverly maintained independence for a long time. Beverly is preceded in death by her parents, aunts and uncles, and her sister, Barbara. She is survived by her brother and his wife, as well as many friends from several states.



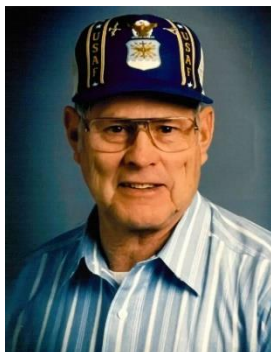
**Joanne A. Collier, 94, (wife of USGS National Mapping Division Retiree Rob M. Collier)** passed away at her son's home in Cadiz, KY, on June 26, 2023. Joanne and Rob were married 50 years. From 1949-1967, Joanne and Rob traveled across the United States as Rob surveyed and mapped our country for the USGS. Their assignments came often—from every 6 weeks, to sometimes every 6 months, even an occasional year spent in one place; taking them and their children to the desert, the mountains, near the Canadian border and to the middle of Florida; living in motel rooms, Quonset huts, and apartments. In Joanne's own words, "You name it, I've lived it." After Rob's promotion to USGS Menlo Park headquarters, they lived in the San Francisco

Bay Area until retirement in 1977. Joanne was preceded in death by loving husband Rob and youngest daughter; Mary de Girolamo. She is survived by three children, as well as numerous grandchildren, great-grandchildren, nieces and nephews.



**Janis Scott Detterman, 93,** passed away July 16, 2023, in Livermore after a lengthy illness. She was born November 11, 1930, in Troy, NY, to Eugene Field and H. Jean Scott. She was preceded in death by her sister Shirley (Scottie) Spencer. Jan grew up in White Plains, NY, and graduated from high school in 1948. She attended the College of Wooster (Wooster, OH) and earned a bachelor's degree in geology in 1952, where she was one of the rare women graduates in geology. She rejected the council of her advisors that women did not belong in geology. Jan was soon hired by the USGS in

Washington, D.C., for field work in the desert southwest. She published 28 maps, and co-authored one professional publication during her time at the USGS. In 1954, Janis married another geologist Robert (Buck) L. Detterman, whom she met working at the USGS. In 1957, the young couple relocated from Arlington, VA to Sunnyvale, CA when Buck was transferred with the entire USGS Alaskan Branch to Menlo Park. Jan took time off from her career to stay home and raise their son and daughter. Jan enjoyed sewing, making teddy bears, and became a cooking and canning whiz. She enjoyed tackling many new recipes and cuisines and baked a very wide variety of Christmas cookies every year. She managed the household and kids for the summer months when Buck was in remote Alaska every year. Jan reapplied to the USGS in 1975, and was hired as a map and technical editor in the Technical Report Unit (TRU) at the USGS and worked for another 20 years. Following Buck's death in 1990, and her retirement from the USGS in 1995, Jan relocated to their 15-acre dream ranch near Sequim, WA, and lived there for 21 years, where she kept multiple horses and dogs, and had many adventures. She met many new friends, and thoroughly enjoyed living on the Olympic peninsula. In October 2016, she reluctantly relocated back to the Bay Area to be near family. Jan is survived by her children and their families, 3 grandsons and one great granddaughter.



**Dan Hern, 93,** passed away October 6, 2023, with his family by his side. A veteran of the Korean War and 21 years in the U.S. Air Force, he was an avid patriot. Preceded in death by two brothers and two grandchildren. Dan is survived by his wife of 71 years, Grace Hern. Also, 5 children, 8 grandchildren, 10 great grandchildren and 2 great, great, grandchildren. Dan had many accomplishments, veteran, retiree of the USGS, husband, and father. However, his greatest accomplishment was "Granpa."



**Ruth E. Jones, 74**, of Austin, TX, lost her battle with cancer and passed away on August 14, 2023. She was born November 19, 1948, in Yokosuka, Japan. She graduated from Druid Hills High School in Georgia, and retired from the USGS after 27 years of service. She was preceded in death by her mother, her brother, her sister, her brother-in-law, her nephew, and her oldest son. She is survived by her husband of 57 years, Joseph Jones, her daughter, 2 remaining sons, 7 grandchildren, 1 great granddaughter, 2 daughters-in-law, and 2 grandsons-in-law. All of whom she loved greatly. Though she was born in Japan, she spent most of her life growing up in Georgia, where she met and fell in love with her future husband. She had a big heart and would help anyone in need. Her yeast rolls and fudge were a legend in the family that will never be fully reproduced. She was very fashion conscious and never left the house without her “face” on and her clothes matching. She was very protective of all her family. She was stubborn and independent and would do things her way. She loved collecting hedgehogs, dragons, and mini-Lego figures. She was very proficient in sewing and would make baby and adult blankets for family and friends. She also made elaborate Halloween costumes for her, at the time, 3 granddaughters. Her favorite flower is the daisy and her favorite song is “Amazing Grace,” almost any version. For the last 3.5 years of her life, she battled lung cancer that had metastasized to her brain. The very end, she fought. Through one brain surgery, radiation, chemo treatments, and countless infusions, she fought. She remained stubborn to the end. She went peacefully at home and was comfortable, safe, and very much loved.



**William James “Jim” Kratz, 71**, of Kent, WA, passed away on August 31, 2023, after a courageous battle with lymphoma. Jim was born in San Antonio, TX, to William Kratz and Rosemary (nee Keefe). As Jim’s father was an airline pilot, the family lived in many states, but when Jim was about 13 years old, he settled in his parents’ hometown of Hampton, IA, and lived with his Grandmother Keefe. There, Jim established many life-long relationships. He graduated from Hampton High School in 1969 and attended the University of Northern Iowa, graduating with a degree in Finance in 1977. Jim furthered his education and was awarded a Master of Public Administration in 1995 from the University of Nevada, Reno. Jim has worked since the age of 13, but in 1980 joined the USGS Water

Resources Division, where he again established many lasting friendships. Jim successfully completed the administrative closing of the Atlanta National Water Quality Lab. He relocated to Carson City, as the Nevada Office Administrative Officer in the Idaho-Nevada District. Shortly after his arrival, the Nevada District Office was re-established. His administrative knowledge, skills, and unwavering ethics enabled the district management team to successfully concentrate on expanding and diversifying the data and science programs. In 2011, Jim retired as the Regional Management Officer in the Northwest Region of the USGS. He was active throughout his life, which included jogging, playing sports, bicycling, and skiing. Since retiring, Jim spent his time taking care of his wife, Barb, being a father, grandfather and uncle to those he loved. He loved to travel and was able to enjoy the beauty of our world wherever he went. Jim was an avid reader and enjoyed writing. Jim had a wonderful sense of humor and wit, and is always remembered by his infectious laugh. He was a good man and lived a good life. He made decisions that echoed his strong moral compass. Friends would occasionally quote some of his prose and puns, including “... and that’s how I got these pants.” A quote from a short story he wrote, “Liza is Frozen on the Back Porch”; as Jim was burying his grandmother’s dog in a blizzard in Iowa he said, “If you can’t be good, be careful. If you can’t be careful, be sanitary.” Jim was preceded in death by his parents and his sister. He is survived by his wife, Barbara Bengston, his daughter, granddaughters, and many beloved nieces, nephews, and great-nieces and great-nephews.

**Merilee Bennett** writes: I had the pleasure of working with Jim in the Western Region, Jim as the AO for the Nevada District and I as the Program Analyst for the Western Region. Jim had the greatest sense of humor, and periodically liked to prank me with a straight face and a believable scenario. I would believe him, and then he would laugh, and smile and I would know I had fallen again. The pranks were never mean or hurtful, just Jim enjoying the moment with a co-worker. Jim was one of the best AO's I worked with, he was always available to help when I had questions, was professional, an asset to the Region, and I considered him a friend.

**Janet Thomas** writes: During Jim's time with the USGS working as both a District and Regional Administrative officer, he served on several committees and frequently collaborated with his colleagues on solving problems and preparing position papers. Jim always looked for the right solution, rather than the easy one, and brought an informed opinion to the group discussions. He had a great sense of humor, and his time was always in demand, as his colleagues had a great deal of respect for Jim, and often sought him out to obtain his perspective.



**Willard Dwight Lanier, 76**, passed away on July 26, 2023. Born on April 14, 1947, Will was drafted in 1967 and joined the U.S. Air Force (USAF), where he worked Logistics and Supply. He rose through the ranks to Chief Master Sgt. while stationed in Thailand, S. Korea, Japan, and Alaska. Along the way, he garnered many awards including the Air Training Command Outstanding Supply Manager of the year in 1985. He also went to school at night and on weekends to graduate with an Associate degree in Material Management with the Community College of the USAF, and a Bachelor of Science in Business Administration with Columbia University. He attended the USAF Training Command, Non-Commissioned Officer Academy in 1976, and the USAF Senior Non-Commissioned Officer Academy in 1981. He was a member of the

USAF Supply Chiefs Advisory Board which advised Headquarters Air Force. He retired from the Air Force after 21 years of service. In 1990, he began a second career with the USGS. Again, through hard work and awards in service as a GS-5 Administrative Specialist, he obtained the position of Supervisory Specialist, GS-13, Chief of Support Services, at the National Water Quality Lab (NWQL). He retired from the NWQL in 2012 after another 21 years, for a total of 42 years of service. Will is preceded in death by his parents, four siblings, and a son. He is survived by his wife, Lois, a brother, and his daughter. Services were held on August 11, including a graveside service with military honors complete with Honor Guard, taps, and rifle firing.



**Richard (Dick) McCammon, 90**, passed away peacefully at his home in Sequim, WA, on December 13, 2022, surrounded by his family. Dick was born in Indianapolis to Bert and Mary Jean McCammon. He attended the Massachusetts Institute of Technology and received a Master's degree from the University of Michigan. He married fellow geology student Helen McCammon (née Zaborniak), and they completed their PhDs together at the University of Indiana. They raised a daughter and son, and together the family traveled worldwide as Dick and Helen pursued various research, teaching, and government positions. Throughout his career, Dick followed his passions for geology, statistics, and later artificial intelligence. He held positions at Gulf Research, the University of Illinois, the University of

Chicago, the University of Calgary, and the New Zealand Geological Survey. By the time he retired, Dick was leading the USGS Water Resources Branch of Resource Analysis in Reston, VA, where he had worked for 23 years. Dick and Helen moved to Sequim, where they began



their new life of hiking, travel and pursuing their hobbies. Wherever he went, Dick made friends easily and was a kind and generous spirit. Quick to smile and low-key, Dick loved playing golf with his friends at the Cedars at Dungeness and was an active member of the Strait Stamp Society. He loved walking his grand dogs. He supported many local causes, including the Audubon Center, Project Swan Safe and the Olympic Peninsula Humane Society. The world has lost a kind and compassionate soul, and Dick will be missed by his family, his friends, and the many lives he touched. Dick was preceded in death by his wife Helen. He is survived by his children and their families, including one grandson.

**Mike Shapira** passed away on September 9, 2023. **Kelly Warner, Deputy Director, Central Midwest Water Science Center writes (CMWSC):** Our former USGS colleague in Urbana, Mike led the Computer Section in Illinois beginning in the 1990s and continued in the computer unit through our CMWSC merger. Mike had a PhD in philosophy from the University of Illinois and was very philosophical about life. For much of his life he was an avid runner. I will always remember how much Mike loved animals and could walk three or more of his dogs at once. Mike was preceded in death by his wife Meg Hutchins in 2005. Mike is survived by his 3 children.



**William A. Taylor, 75**, of Port Angeles, WA, passed peacefully on July 5, 2023, due to complications after a fall. His wife, Sharon shared that "he held out until the children and four grandchildren flew in from Colorado to spend the week of July 4th. He was so happy to see the new baby." **His friend Greg Perry writes:** Bill Taylor is my friend, was my friend, and will always be my friend. As my ramblings progress you will understand what I mean by this passage. I met Bill Taylor in September of 1989 at Spokane Community College Water Resources Program. Bill and I worked together at USGS, Water Resources Division, Spokane Field Office. We shared a corner of the office with no cubicle wall for over 16 years. Bill and I were what the old timers would classify as streamgagers. We measured how much water flows down rivers and streams and compiled the data into an annual report.

We also worked on surface water/groundwater interchange projects and water quality sampling programs. What I remember most about working with Bill Taylor is that he always seemed to have a personal history for many of our field work areas. If we were working in the Malaga, WA, area, he would relate a story about working for a particular orchardist whose trees he had pruned when he was a contract tree pruner. If we were working in the Lake Chelan Basin, he would relate a story about firefighting on the Big Stormy Mountain fire that occurred in the 1970's. There was always a story that seemed to encourage my historical passion and curiosity. Many of these stories would end with Bill saying "Greg you are living the good ole days right now." I have never forgotten this quote and continue to pass these words of wisdom along to those younger than myself. There were times I would get especially frustrated working and Bill would council "Greg you can only withdraw so much from your stress account." One of the many things I took to heart was when Bill advised me to retire as soon as it was feasible, and my wife and I did just that. As I have mentioned previously, Bill had a personal story at most turns in the road. Bill would hang these train calendars in our office space and I would question him on his interest in trains. Bill relayed to me that he jumped freight trains in his younger days and had traveled to many parts of the country utilizing this mode of transportation. Free of charge of course. Bill had mentioned to me the spectacular scenery of traveling on the Milwaukee Road between Tacoma, WA, and Butte, MT, or traveling along the Feather River of the Western Pacific Line out of Oakland, CA. I asked him about a picture on the calendar that was taken of a freight traveling in the desert with a lone pine tree as a focal point. I flippantly asked, "So I suppose you have seen this tree?" Bill replied affirmatively, "Yep, it is the only tree around for miles in that part of the desert." Which from my memory is somewhere in the South west along the Southern Pacific Line. I was impressed to say the least. Recently, my wife, Sharon, and I took a road trip in memory of Bill

just a few weeks after his passing. We took a drive to explore portions of the "Ole" Milwaukee Road from Saltese, MT to Harlowton, MT. We explored abandoned power stations for the electrified line, sidings and track signals, trestles and tunnels. All the while knowing that Bill had seen many of this from a box car. On our first night out, we camped yards away from the abandoned grade, east of the abandoned Pipestone Pass Tunnel with a view looking down to the Jefferson River Valley. I told stories of Bill and we both commented on walking in his footsteps of history and we clinked our glasses in toast to Bill Taylor. As I said in the beginning of this rambling: Bill Taylor is my friend, Bill Taylor was my friend, Bill Taylor will always be my friend and I will never forget him. Thank you, Bill.



**Deborah "Debi" Treseder (Nee: Munsey), 72**, passed away on August 9, 2023. Debi was born in Virginia, on May 12, 1951. She graduated from J.I. Burton High School, Norton, VA, in 1969. She began her Federal career with the U.S. Fish and Wildlife Service (FWS), and in 1982, she accepted a position with the USGS, WRD, Anchorage, AK, as their Administrative Officer. In 1988, Debi transferred to the Idaho District, Boise, ID, and served as their Administrative Officer. She was a well-respected member of the ID senior staff. Debi was very pro-active in the administrative community. She represented the Idaho Office at regional and national administrative meetings and participated in training for changing accounting systems. Her time with FWS lent her a broadened perspective of administrative operations, which made her a valuable resource to other Western Region Administrative Officers. During Debi's tenure in the Idaho office, WRD underwent organizational changes to merge WA, OR, AK, and ID offices into the Pacific Northwest District (PND). As Administrative Officer for ID, Debi, and her counterparts, along with the Chiefs of the PND met regularly to discuss resources, establish policy, and develop strategy to implement the unification of the PND. In 1992, Debi again took a transfer to Denver, CO, to the National Water Quality Laboratory (NWQL). During her tenure there and with the normal day-to-day duties of an administrative officer budgeting, accounting, personnel, travel, purchasing - Debi saw to the restructuring of the billing system, provided guidelines to both lab managers and senior headquarters managers for implementing the first Working Capital Fund within WRD. The Fund was based on reimbursable funds and relied less on program funds and created an avenue for the amortization of equipment and facility upgrades. In October 1996, Debi was presented the Superior Service Award in recognition of "outstanding contributions to the administrative and management programs of the USGS." The award was signed August 7, 1996, by then USGS Director Gordon P. Eaton. The award cited Debi for showing "exceptional leadership in the processing of budgets and district estimates of reimbursable work." Eaton said "she brought a thorough knowledge of WRD administrative and management practices from the ID District that were applied at once to the operations of the NWQL." She also worked with the NWQL's IT group on an application for the WRD districts to estimate their annual sample workload submissions to the lab by sample code(s) and number of samples. In 1999, she coordinated the move of lab facilities in Arvada, CO, to the Denver Federal Center (DFC). The new laboratory became a state-of-the-art facility, including lab equipment, offices, warehouse supplies and furniture. In 2003, Debi took a reassignment as the Deputy to the Central Region's Geospatial Information Officer at the DFC. Overall, what most employees under her supervision remember her for is encouraging them to continue their education, providing sound mentorship, and overall support in the workplace. She retired in 2009. In retirement she was active in her local community, enjoyed traveling, golfing, reading, gardening, and bowling. She is survived by her partner, her ex-husband, her son and his wife and a granddaughter.



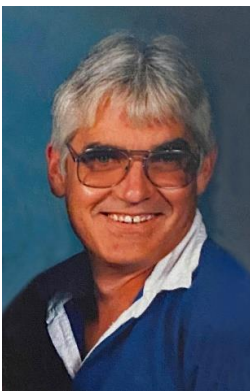
**Betty Azelle Smith Williams, 87, (wife of USGS National Mapping Division Retiree Fred Lee Williams)** passed away on December 30, 2021. She was a graduate of Toccoa High School in Stephens County, GA. She was raised in the Baptist Church. She was married to her devoted husband, Fred, in 1954, for 67 years of wedded bliss. She worked as a bookkeeper at Stephens Memorial Gardens in Toccoa and later for Caswell Realty in Norcross from 1973-1999. For many years, she was an active member of the TU-SHA-LA Ladies Auxiliary of the Tucker Shriners Club. Her beautiful life will be forever cherished in the lives of her husband (passed away in 2022), her daughter and son-in-law, two granddaughters, two great grandsons; and her brother and sister and their families, including nieces, nephews, and cousins.



**Fred Lee Williams**, passed away on March 4, 2022. He was a graduate of Toccoa High School and attended Piedmont College. He was raised in the Baptist Church. He was married to "his bride" Betty, in 1954 and they celebrated 67 years of wedded bliss. He proudly served in U.S. Air Force from 1950 - 1954, stationed in Germany and French Morocco. He worked for the USGS until he retired, when he became an active member of the Tucker Shrine Club. Fred loved traveling with his beloved Betty, spending time with his family, playing golf and watching his Georgia Bulldawgs. He is preceded in death by his wife, Betty. He will be forever cherished in the lives of his daughter and son-in-law, his two granddaughters, two great grandsons; and their families.



**Richard E. Witmer** passed away November 30, 2022. Dick grew up in Florida. He attended the University of Florida where he earned a BS in Physics, and an MS and PhD in Geography. He was a professor at Florida Atlantic University and East Tennessee State University until he joined the USGS in 1974. He received many accolades throughout his long career, including the Department of the Interior's Meritorious Service Award in 1985, and the Distinguished Service Award in 1990. In 2004, he was awarded The Outstanding Alumni Award in his field from the University of Florida. Dick was appointed to the U.S. Board of Geographic Names by the Secretary of the Interior in 1995 and served as Chair from 1999 to 2001. He retired in 2001 as the Chief Geographer of the United States. Dick is survived by his wife Linda and stepdaughter, his 3 children from his first marriage, and 9 grandchildren. He is preceded in death by his son, Doug, also from his first marriage.



**Richard Leroy Young, 68**, passed away on May 2, 2022, at his home in Burley, ID. Rick was born on December 20, 1953, to parents, Ralph LeRoy and Twilla Gaye Rose Young. The family lived in Murtaugh, ID. In 1982, Rick met his future wife, Kimberly Errecart. Married in 1984, Rick and Kim had one son, and were married a total of 37 years. Rick worked for many years as a hydrologist for the USGS, which he eventually retired from. He worked hard in his career and took great satisfaction and pride in helping materialize our water resources in useable ways. In retirement years, Rick and Kim lived in the trailer court where they made many cherished friends. Richard took good care of the trailer park as a groundskeeper and was well-liked by many of the residents. In his spare time, Rick loved to follow NASCAR. He was a skilled woodworker and made the dining table in their home as well as many other wood crafts. He also liked to play the dice-game Kismet. Richard was preceded in death by his parents; and his brother, David.



## In Memory of Harry Hawthorne Barnes and Harold Gray Golden

**K. Van Wilson writes:** Recently going through the 2023 USGS Retiree Directory and some files of my father (Ken Wilson, USGS 1949-82), I discovered that Mr. Harry Barnes and Mr. Harold Golden had both passed away in 2018 and 2021, respectively. I put together the following based on what I could find in online obituaries and information that I found in father's files, along with some notes from some USGS Retirees that had known and worked with each of them. I last saw Mr. Barnes about 20 years ago when I helped him with some precipitation and flow data in the area of Meridian, MS, where he was still living at the time. I last saw Mr. Golden when he was Southeast Regional Surface Water Specialist, and I was helping with an Indirect Measurement Class. Both of these men were very nice and had kind words about my father, who they had both worked with many years ago. If my father was alive, I know that he would have said very kind words about both of them as well.



**Harry Hawthorne Barnes, Jr., 93**, of Greensburg, KY and Meridian, MS, passed away September 9, 2018, at the Anderson Regional Hospital in Meridian, MS. He is preceded in death by his wife: Annie Eugenia "Jean" Tatum Barnes and son Dennis Barnes. He was a U.S. Navy Veteran, serving during World War II. He graduated with a B.S. in Civil Engineering from Mississippi State University in 1950. Upon graduation, he gained employment with the USGS in the Mississippi District. He also worked in GA, TN, and VA, and was Chief of Surface Water when he retired in 1980. After retirement, he worked as an international water resources consultant. Harry is survived by his son and daughter-in-law; Special friend: Robin Jewell; his granddaughter; step grandchildren: and, his great grandson.



**Harold Gray Golden, 93**, passed away on June 1, 2021, in Springfield, MS. Harold was born in Meridian, MS, and adopted by William Arthur Golden and Ora O'Briant Golden on August 10, 1927. He was raised in Yazoo City, MS, until he enlisted in the military. He graduated with a B.S. in Civil Engineering from Mississippi State University in 1950. Upon graduation, he gained employment with the USGS in the MS District. He also worked in GA District and Southeast Regional Office and was Surface Water Specialist when he retired in 1990. He also served his community as a leader in the Boy Scouts, with his sons, and as a deacon in his church for many years. On February 2, 1957, he married the love of his life, Marie, who preceded him in death in 2016. To this union three sons were born. Harold was also preceded in death by his adopting parents, and two sons. He is survived by his son, Harold Gray Golden Jr., and his wife Cindy; his sister-in-law; three grandchildren; six great-grandchildren; and many nieces and nephews. Harold enjoyed watching Western movies, baseball (Braves by loyalty, Royals by love), and playing bingo. However, his greatest joy was spending time with his family. His family included those born into his family, and those adopted into the family.

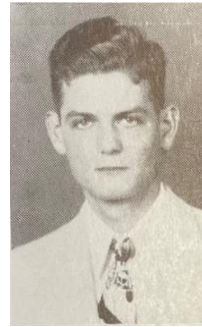
**Marshall Jennings writes:** Van, Yes, I knew Harry Barnes well. He was Chief of the Hydraulics Section at USGS headquarters in Arlington Towers when I arrived fresh from USGS graduate school from Colorado State University in Fall 1967. Years later, my research project at Gulf Coast Hydro Science Center in MS was under Harry's supervision when he was Chief of Surface Water. Harry was a great guy! Last time I saw him was in 1995 in Texas at our Texas District Conference. I did speak to him by phone maybe 10 years later when he was in Meridian, MS, and he relayed that Rolland Carter was in LA nursing home. These men, your Dad and many others were wonderful mentors of mine....along of course with David Dawdy, Manuel Benson and others. When Vernon Sauer moved on, his desk was occupied by Harold Golden, a wonderful guy and good friend. These guys were 5 to 10 years older than I and were fine family men. It was my joy to work with them! It is my pleasure to honor the memory of Harry and Harold...they were unique MSU grads and a credit to USGS.

**Will Thomas writes:** I knew Harry Barnes and Harold Golden very well. Harry was Chief of the Surface Water Branch (later Office of Surface Water) my first four years in Reston, VA, and my supervisor from 1976 to 1980. Harry retired in 1980 and started working part time for the World Bank. Harold Golden worked for many years in GA District and became SE Region Surface Water Specialist when Vernon Sauer moved on to working for the Surface Water Branch in the early 1980s. Vernon and Harold retired at the same time in November 1990 (I remember attending their joint retirement party).

From Ken Wilson's Mississippi State University 1948-49 annuals.



From 1949,  
Harry H. Barnes,  
Junior Engineering  
Student, Meridian, MS.



From 1948,  
Harold Gray Golden,  
Sophomore Engineering  
Student, Yazoo City, MS.

This photo was found in Ken Wilson's files (providing in case it is of interest). Many notable names of which include him, Harry Barnes, and Vernon Sauer, who I remember well and have utmost respect. Hope you are doing as well as can be Mr. Vernon! – Van



### **Editor's Note & Suggestions for Writing Memorials Published in Our Newsletter**

Memorials published in our newsletter are a respectable way to remember our colleagues from the USGS family. We commonly start with the official obituary provided by family, but we remove privacy information. Sometimes USGS friends who learn about the passing prior to quarterly publication like to offer testimonies and(or) stories about the deceased. In those situations, an editor may ask for one volunteer to be the testimony compiler. Such additions to the obituary can add honor from the workplace. However, lately, some drafts of memorials have come in over two pages in length. To sustain a more balanced approach to honor our work friends, we offer the following suggestions for memorials:

- \* Assume that the primary audience for these memorials are newsletter readers who knew the deceased and many more who did not.
- \* Draft memorials using a blend of abbreviated family obituary with highlights of the person's USGS career, stories, and maybe hobbies. (More detailed USGS roles commonly are listed in our Retirement Announcements.)
- \* Provide one small picture, usually of the face.
- \* Provide less than one page at 11-pt font (or about 550 words).
- \* Added testimonials also should be brief and collectively could add up to a half page.
- \* If you missed learning about a passing, you have the option to submit your testimony/memory to honor the deceased in our "News of Retirees" section in a subsequent issue.

**The overall goal is to honor the most important highlights of the person's career, character, and life.**

*(If you have any questions, please contact the newsletter editor.)*

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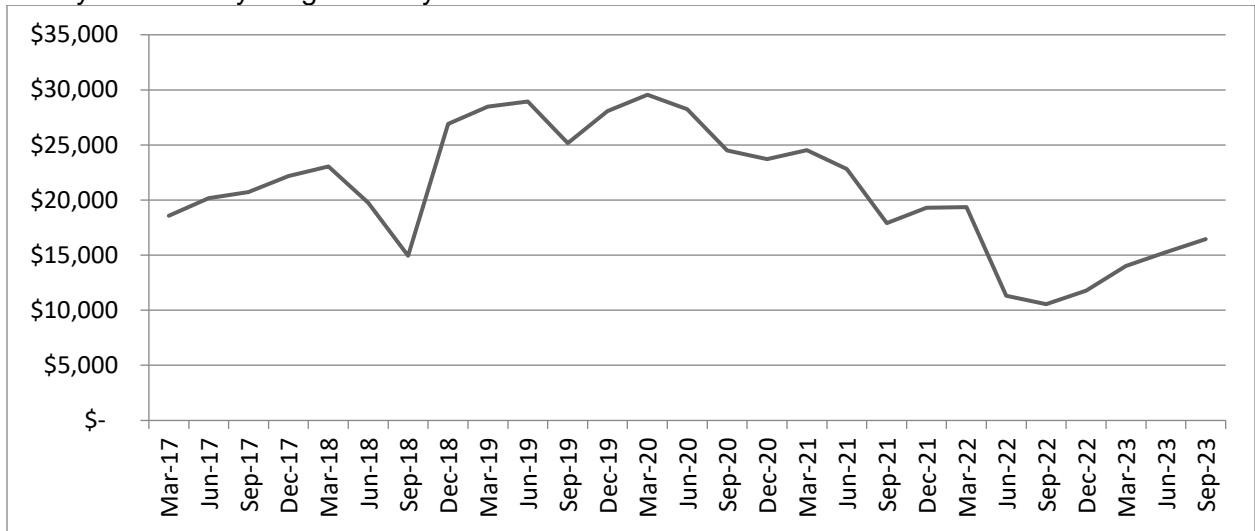
**Newsletter errata process:** Occasionally we learn about an error in the Newsletter after printing. If the error is a major issue, an erratum will be published in a subsequent issue. For all errors, we plan to make corrections directly in the legacy issue (Web version) where the error occurred. Starting November 1, 2023, we also will record a chronological list of errata and file that list as a link on our Retirees' Web page

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## TREASURER'S REPORT, THIRD QUARTER 2023

Treasurer Cathy Hill reports the organization had \$16,447 at the end of the third quarter, 2023.

This quarter we had exceptionally generous contributions to the scholarship fund. For contributions above dues, a special thanks to Mark Ayers, Ronald Rathbun, Herb Freiberger, Barb Ryan, Dick Swisshelm, Bill Shampine, Gary Turney, Linda Channel, and Jessie Hamilton. Many thanks for your generosity.



USGS Retirees Budget, 2017 - 2023

## DIRECTORY

### NEW MEMBERS

**Brabets, Tim (12)** – Anchorage, AK  
**Craun, Kari (19) (John)** – Rolla, MO  
**Foster, Linzy (Adam)** – Austin, TX  
**Nania, Jon** – North Liberty, IA  
**Miller, Kirk** – Cheyenne, WY  
**Roudabush, Sarah** – Holmen, WI

### AFFILIATE LIAISON

**Armstrong, Dan (MO)**  
**Foster, Linzy (TX)**  
**Nania, Jon (IA)**  
**Roudabush, Sarah (TX)**

### STATE CONTACT

**Kirk Miller** – Cheyenne, WY

### MEMBER CONTACTS / CHANGES

**Ayers, Mark ('08)** – new address  
**Engberg, Dick ('99) (Lynne)** – new address  
**Pinnix, Rose ('15)** – new address  
**Sherwood, Jim (14)** – new address  
**Wiggins, William D. "Bill" ('05) (Cheryl)** – new email and phone  
**Williams, Donald ('06)** – new address