

FMA Chapter 19 Newsletter

Federal Managers Association

4th Quarter 2015

President's Message

Aloha Members and Federal workers,

This article concerns the ability of YOU the Federal worker being able to buy back any temporary time (non-creditable service time) you may have accumulated after 1 January 1989. Currently Federal workers under the Federal Employees Retirement System (FERS) are able to buy back temporary time (creditable service time) accumulated prior to 1 January 1989; However, the Federal worker is NOT allowed to buy back any temporary time accumulated after 1 January 1989.

As a Federal employee, you will need to work for an additional number of years to make up for the temporary time you accumulated after 1 January 1989 and are unable to buy back. This could be only a few months to several years of added years before retirement eligibility.

Those of you affected by the situation need to contact me on my personal email address (vhele@msn.com). Let me know your name, the years you were affected (example: 1 February 1989 to 31 August 1994) and a tentative retirement date. This information is time critical. Your reply is requested no later than 17 November but if you are reading this article and it is after 17 November, we still want to know that you are an affected Federal employee.

This data collection will allow FMA Chapter 19 to present a legislative proposal based on projected number of affected employees, number of years affected, and projected retirements (this will allow Congress to budget for any projected increases to the budget). FMA Chapter 19 will provide updates based on proposal submission and progress will be provided as information is received.

Sincerely,
Varney Range
President



**Honolulu, Hawaii,
November 12, 2015.** Ileen Wong passed away unexpectedly on the morning of October 20.

Ileen was a retired shipyard federal employee, lifetime member of FMA Chapter 19, and served as Treasurer on the Executive Board. She played a significant role in our chapter's charity events.

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Kaneohe, Hawaii, November 12, 2015. Ileen Wong funeral service at Hawaii Memorial Park Mortuary.

FMA Chapter 19 Gatherings

Federal Managers Association

4th Quarter 2015



Honolulu, Hawaii, MONTH DAY, 2015. Caption
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TRIBAL LEADERSHIP

Honolulu, Hawaii, April 30,

2015 Following our General Membership Meeting, Mr. James Mileur discussed how the success of the shipyard depends on its tribes and how a thriving workforce culture can be established by an effective tribal leader. Mr. Mileur detailed the five tribal stages and the strategies necessary to enable the tribe to move to the next higher

level. For more on tribal leadership, read *Tribal Leadership: Leveraging Natural Groups to Build a Thriving Organization* by Dave Logan.

"Tribal Leadership is a fascinating look at how corporate culture can make or break an organization. Everyone who studies the dynamics of organizational behavior needs to read this book."

— Ken Blanchard, coauthor of *The One Minute Manager®* and *Lead with LUV*



Mark your calendar and join us for our next FMA General Members Meeting where we will provide you feedback from our visits with our elected legislatures on issues facing the federal workforce. Meeting is schedule for

30 April, 1600 hours. Location is TBD.

Look for an email announcement in mid-April. If you are not receiving email announcements, contact David Boute at (808) 473-8000 ext. 3792 to update your contact information. Also look for the FMA Chapter 19 Scholarship application in the coming weeks.



**"WE KEEP THEM
FIT TO FIGHT"**

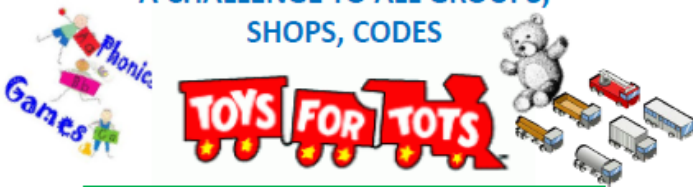
FMA Chapter 19 Announcements

Federal Managers Association

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Toys For Tots Fundraiser

A CHALLENGE TO ALL GROUPS,
SHOPS, CODES



FMA Chapter 19

SHOW YOUR SUPPORT AND GIVE

THE FEDERAL MANAGERS ASSOCIATION (FMA) IS COORDINATING AN ANNUAL FUNDRAISER TO BENEFIT THE TOYS-4-TOTS CHARITY

IN THE PAST TWO YEARS, OVER \$5,000.00, AND LOTS OF GREAT TOYS WERE DONATED

Last year, Mr. Kaipo Crowell, challenged all of C2300 to bring in the most toys, such that children of Hawaii would have a wonderful Christmas. He even challenged other codes and offices within the Shipyard to match or better C2300's effort.

This year, FMA extends that same challenge to all Departments, Shops and Offices within Pearl Harbor Naval Shipyard & IMF to help make Christmas bright for the less fortunate children of Hawaii.

Will you bring in a new or gently used toy (wrapped or unwrapped) to donate to the Toys-4-Tots Charity?

COLLECTION BOXES WILL BE PLACED AT BLDG.2 AND BLDG. 167 LOBBIES

Your donation of a toy today will bring joy to a less fortunate child, as well as, build on the future of Hawaii.

MAHALO NUI LOA for Your KOKUA!



Waianae, Hawaii, July 11, 2015 Federal Managers Association Chapter 19 helped sponsor the Pearl Harbor Naval Shipyard 23rd Annual Fishing Tournament with monetary donations and volunteer support. 59 boats entered the tournament,. Congratulations to Team 52, Captain Clarence Adams, Jr., and his crew of the NALANI KAI, for winning the tournament with their prize winning catch of 301.0 pound Marlin and also an honorable mention to Team 3, Captain Thomas Pieper, and his crew of the WAHINE AUKAI for the 2nd place catch with an enormous 270.6 pound Ahi. Once again, a big mahalo to all the sponsors, volunteers and WBFC that made this event possible.



FMA Chapter 19 Accolades

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PHNSY, 13 May 2015 Mahalo to the FMA Chapter 19 members who volunteered to help Pearl Harbor Naval Shipyard celebrate its 107th birthday. The volunteers helped to distributed 5,000 Fortune Cookies and Birthday Greetings to shipyard employees at entrance turnstiles and throughout facility buildings.

Congratulations to our 2015 Outstanding Scholars



Joint Base Pearl Harbor Hickam, Hawaii, June 8, 2014 Varney Range (right) presents Brandon Kaohi with a commemorative FMA Chapter 19 koa wood bowl in honor of Brandon's recognition at the 2015 Outstanding Scholar. Brandon had the highest grade point average of 93.69 .

Dear Federal Managers Association,
I would like to express my gratitude to the Association for selecting me as a 2015 FMA Scholarship Awardee. This generous scholarship donation will be helpful in helping me achieve my goals to become a cardiologist.

With much Gratitude,

Curt Wong
Curt Wong

Honolulu, Hawaii, May 1, 2015 Congratulations to Mr. Gregory Kaipo Crowell , fellow FMA Chapter 19 member, for his promotion to Senior Executive Services as the Nuclear Engineer and Planning Manager. Mr. Crowell is the first local talent (and a Kamehameha School graduate) to achieve this position at Pearl Harbor. He spends a majority of his time and energy in the development of personnel, including providing training to new employees, supervisors, and other managers, and strategic planning for future readiness.

SHOP	LAST NAME	FIRST NAME, MI	POSITION TITLE	AVERAGE OF ACADEMICS, WORK EXPERIENCE & TRADE THEORY
38	KAOHI	BRANDON K	MARINE MACHINERY MECHANIC	93.69
38	LEE	RONNICA T	MARINE MACHINERY MECHANIC	93.13
64PF	TEVES	SHANNON K	PLASTIC FABRICATOR	92.50
31	ORITA	JASON K	MACHINIST	91.79
64PF	MUROMOTO	DARIN S	PLASTIC FABRICATOR	91.70
38	KAWAKAMI	SCOT T	MARINE MACHINERY MECHANIC	91.64
38	NEUMANN JR	JERRY M L	MARINE MACHINERY MECHANIC	89.80
51	HELESKI	JASON J	ELECTRICIAN	88.98
71	DINIO	ALONA N	PAINTER	88.52
38	KEKIPI	PATRICIA K	MARINE MACHINERY MECHANIC	87.04

FMA Chapter 19 Talking Points

Federal Managers Association

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Washington DC, March 11, 2015. (left to right) Lloyd Fujimoto, Clem Lopez, Pedro Quintal, Senator Mazie Hirono, Allen Couture, Alan Ishida, Bryan Lee, and Glenn Todd representing the Hawaii Congressional Delegation. Discussion included Base Realignment and Closure, Facilities Modernization, Shipyard Workload and Performance, Federal Employee Morale, the OPM Retirement Backlog, and Retiree Locality Pay.



Honolulu, Hawaii, April 22, 2015 FMA Chapter 19 Executive Board members meet with local Congressional Staff and reviewed the 2015 chapter issues. The issues included concern over a 2017 Base Reduction and Closure; shipyard facilities modernization, workload and performance; federal employee morale; Office of Personnel Management retirement backlog; and locality pay. Did you know that the OPM backlog for retired employee's being processed was at 22,000 in January 2015?

Our newest issue concerns a Department of Defense policy that negatively alters per diem pay long-term temporary duty workers. Essentially, the new policy reduces allowances 25 percent for periods longer than 30 days and 45 percent for those longer than 180 days placing the burden to federal employees to find affordable lodging while on assignment instead of having the department or service do it. This policy becomes a distraction for workers on prolonged temporary duty periods. If you know someone who has been negatively affected by this policy, let you FMA Chapter 19 board know the details and we can share your stories with the Congressional Staff. Our Hawaii Congressionals are already looking for ways to deal with this policy and you stories help them to get the policy across to the policy decision makers.



Honolulu, October DAY, 2015 Varney Range presents Lauren Hernandez, Military Liaison for Senator Mazie Hirono, with a Chapter 19 mug as a thank you for being the guest speaker at our General Member Meeting.