



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 3-02

NEWSLETTER

MARCH 2002

In this issue:

*New QA Director
February Meeting
Adopt-A-Highway
Installation Banquet
Performance Mgmt
April Birthdays
PAC Report
Federal Times
President's Message
ZoNews
Next General Meeting
Board Members
Newsletter Contact*

Newsworthy:

❖ *FMA Chapter 19 recognized Barbara Paris for her outstanding efforts and contributions at the recent Installation Banquet*

Reminders:

❖ *FMA/FEEA Scholarship appl. must be postmarked by 29 March 2002*
http://www.fedmanagers.org/whats_new.htm

❖ *Help balance our books. If you pay FMA dues through cash/check, please bring your dues up to date. Call Yvonne Ajimura 488-0613 for status or information*

New Director of Quality Assurance



Chapter 19 President Eric Kimura (left) welcomes new Director of Quality Assurance Randy Sawyer at the February General Meeting

More than 20 people attended the February General Membership meeting to share fellowship and food, listen to the latest on legislative actions including locality pay, and hear the new Quality Assurance Director (Code 130) Randy Sawyer, offer his perspectives on leadership and management as well as the direction he will be leading his department.

Randy is an 18-year veteran of government service including 14 years as nuclear engineer and Chief Refueling Engineering at Puget Sound Naval Shipyard. He was Head of Nuclear Inspection until appointed Acting Quality Assurance Director at Puget Sound. He held that position for a year until he joined Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) in January of this year.

Randy stated that he was here at Pearl Harbor because he knew we had a great team here and he wanted to be a part of that team. He was impressed with the caliber of folks here and noted the teamwork and collaboration here was the hallmark of a great organization. He noted that management and leadership were two different entities but are both required to be successful. The nature of the work here demands strong management, but we also need leadership, which he sees as the process of looking forward. We have significant challenges here in that 25 percent of the workforce is now made up of apprentices. It is not good enough to keep doing things at the same level of performance. We need to all do better. Our task is to help people succeed. People must be first. The job of leaders needs to be to "create enough white space in the calendar to devote to Quadrant II issues that will help us improve."

(Continued on page 2)

(Continued from page 1)

One of his goals is to reduce the amount of time that senior leaders of his department have to spend personally attending meetings. Far too often Department or Division Heads are attending meetings that should be attended by first and second level leadership. Doing so does not develop the first and second level supervision and leads to micro management.

Randy sees the key program he needs to drive is process improvement. Process improvement is where the future lies. This requires challenging the status quo and systematically figuring out where the problems, constraints, and casual factors are. He believes that critiques are important in helping to identify those issues. Process improvement requires taking measured risks and learning from our mistakes. He desires to see Pearl Harbor set the high watermark and his vision is that we leverage process improvement wherever possible.

Randy also spoke of the executive leadership program that he participated in and will enthusiastically promote this to anyone at PHNSY & IMF.



President Eric Kimura presented a \$50 check from Chapter 19 to PHNSY & IMF Wellness Fair Chairperson Shirley Zukeran at the February meeting.

Zone 7 President John Priolo discussed the status of efforts to obtain locality pay for federal workers in Alaska, Hawaii, and the Virgin Islands. This topic will be at the top of the legislative agenda when the Chapter delegates visit our Senators and Representatives in March.

Thanks to Gilbert Ching who again manned the serving line, and special welcome to Allyn Lai who attended a Chapter meeting for the first time after his long illness.



Adopt-A-Highway

Twenty-five stalwart Shipyarders, their families and students helped on Saturday, 23 February to clean up the stretch of Nimitz Highway as part of the first quarter 2002 Adopt-a-Highway clean up program. One Shipyarder even snagged an old buddy from another command to participate. Over 67 bags of trash were picked up. Shipyard Commander John Edwards picked up two bags worth, as did FMA Zone President John Priolo. The Carreiras, Bill and Daro (Code 106) picked up 7 bags. Seven students participated and all received two hours of community service credit for their efforts. Thank you to all who participated.

INSTALLATION BANQUET

It was a gala evening at the Hale Koa, notwithstanding the hordes of people crowding the grounds for the post Pro-Bowl celebration. Over 60 people attended the Installation Banquet to eat a great surf and turf dinner, listen to speeches, witness the installation of the new FMA Chapter 19 officers, and watch the Steptaculars.

Distinguished guests attending the banquet included PHNSY & IMF Commanding Officer Captain John A. Edwards and his wife Maureen, Mrs. Joan Manke of Representative Mink's office and her husband Jim, and FMA National President Michael Styles and his wife Edie who flew in especially for the banquet.

The opening blessing was sung by outgoing Secretary Bridgit Bales and retired board member Barbara Angelo. Pearl Harbor Federal Credit Union President and FMA member Gordon Sam presided as the Master of Ceremonies.

Guests heard John Priolo, Zone 7 President discuss the importance of FMA and Chapter President Eric Kimura talk about how we need to "bell the cat" (both speeches appeared in the February newsletter). Captain John Edwards spoke about leadership. The Steptaculars, led by past FMA president, Barbara Paris and her husband Bob, wowed the guests. Barbara Paris was presented with an engraved FMA Jefferson Cup in appreciation for her numerous contributions and efforts to the FMA.

Chapter 19 officers were installed: Eric Kimura (President); Wayne Wilcox (1st Vice President); Owen Okumura (2nd Vice President), Yvonne Ajimura (Treasurer); Wil Castro (Recording Secretary); Edmund Lum (Corresponding Secretary); Clem Lopez (Sergeant-At-Arms); Shelley Kaya (Director); Michael Pia (Director); John Priolo (Director).

Thank you to all who participated and a special thanks to Bridgit Bales, Barbara Angelo, and Barbara Paris who organized and coordinated the banquet.



Barbara Paris (left) and another member of the Steptaculars at the Installation Banquet

Performance Management By Consulting Attorney William L. Bransford

During the March 18 Senate hearing on proposed human capital legislation, Comptroller General David Walker pointed to a lack of federal agency performance management systems that tie appraisals to management goals. . Too often a supervisor provides cursory comments to overly generalized standards. This seems particularly acute in agencies that have adopted pass/fail systems.

The supervisor should use the performance management system to communicate goals and expectations, to adjust messages to employees as the need arises, to mentor and develop, to reward positive contributions and to point out deficiencies. Get ahead of the curve and start providing performance feedback based upon well thought out goals. Develop specific standards and supplement them with meaningful comments and guidance during the performance year. Employees who have this type of direction will understand more clearly what is expected of them, be better able to deliver, and will appreciate positive accolades they will receive when they do a good job.

Publisher, G. Jerry Shaw; Editor, Kate Swiencki
Website: <http://www.fedmanager.com>

Happy Birthday

FMA-PAC

Happy Birthday to all those born
in April!

FMA-PAC is the political arm of our organization.
Contributions up to March 2002:

4/2 Francis McCarthy
4/2 Ramon Ramos
4/3 Layne Luke
4/3 Darren Nagasako
4/4 Quentin Peralto
4/6 Margaret Adessa
4/10 Conrad Sakamoto
4/11 Robert Hew-Len, Sr.
4/12 Ella Dalton
4/12 Terry Lum
4/12 Christopher Storaasli
4/12 Alfredo Visitacion
4/15 Albert Ingalls
4/16 Alan Lee
4/16 Elmer Miura
4/17 George Taitt
4/19 Stephen Andrews
4/19 Alan Koide
4/24 James Bohner
4/26 Frederick Bailey, Jr.
4/27 Steven Chun
4/27 Dwight Pang
4/4 Dan Yamane
4/15 Dennis Tingey
4/29 Burton Lucas III



Name	Amount
Mike Pia	\$132
Frank Dietz	120
Wayne Wilcox	120
Barbara Paris	100
Bridgit Bales	100
Roy Armstrong	100
John Priolo	60
Diane Pierce	50
Freeman Correa	50
Eric Kimura	16
Keith Galang	12
K. Anonymous	10
W. Anonymous	10
Total	\$880

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President's Message



By Eric Kimura

ZoNews

By John Priolo

Whenever I am asked to discuss/explain FMA I use variations of this presentation. You will find very few original thoughts and phrases but rather a cobble of ideas that I have glued together from various sources. I trust that it will increase your understanding of FMA.

As I prepare to leave for the March National Convention I have high hopes for the outcome of this Convention as well as for the future of Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility's (PHNSY & IMF) efforts to foster development of leadership.

By the time you read this newsletter I hope to be able to report back on legislative efforts to maintain funding of PHNSY & IMF especially the critical Apprentice Program as well as efforts regarding locality pay and a more equitable overtime compensation schedule for supervisors.

We will also take the opportunity to try to glean any new ideas from the other Shipyards and other activities that can have beneficial application here. At PHNSY & IMF, we have continue to have discussions with both the Shipyard Commander and key shipyard managers on establishing a Senior Manager Development training program. That effort is now starting to bear fruit and gather momentum.

We are also working on a recognition program for first line supervisors. The Awards Committee is targeting this program to begin by June. I will report back in the next Newsletter.

FMA is the largest and most active of all the associations, which represent federal managers and supervisors with about 12,000 members in almost 200 Chapters, in eight geographical Zones, representing almost every Federal Agency in the government. Thus we really represent over 200,000 federal managers and supervisors in the finest civil service in the greatest country on God's green earth. Our stated purpose is to advocate excellence in public service. Not mediocrity, but excellence - a lofty challenge. And sometimes when you advocate excellence it means questioning the status quo.

The horrific events of Sep. 11, 2001 have brought home the knowledge that without National Security; without a strong country alert and prepared there is no social security; no need for social security. The first and foremost role of the Federal Government is to defend the Nation and we who work for the Department of Defense live that responsibility daily.

FMA serves as a beacon for those federal managers and supervisors willing to excel. We believe in political optimism letting our reach exceed our grasp; pushing limits. We believe in the words of a past Chief of Naval Operation, Admiral Jay Johnston, that if you have a YES man or woman working for you at least one of you is redundant, and we do not intend to allow ourselves to become redundant.

Allow me to close with a visual portrait. My photo was in the 25 Jan. 1999 issue of the Federal Times with the Arizona Memorial over my left shoulder honoring those who made the ultimate sacrifice in the worst war of the last century. Over my right shoulder is the USS MISSOURI where the war ended. Along with the Oklahoma City Memorial at the site of the Alfred P. Murrah Federal Building bombing in Oklahoma City and the memorial to be built at the World Trade Center, and trust me there will be a memorial built there, I can think of no more compelling reason to continue to serve my country through FMA.



Next General Meeting

Date: Thursday, 25 April 2002

Time: Doors open at 1530 hours

Place: Ho'aloaha Room, Shipyard Cafeteria

Cost: Food and refreshments are available for \$3



BOARD MEMBERS

Eric Kimura	President	473-8000 X2883
Wayne Wilcox	1 st VP	473-8000 X3372
Owen Okumura	2 nd VP	577-0808 pager
Yvonne Ajimura	Treasurer	488-0613
Wil Castro	Recording Sec	671-1562
Edmund Lum	Corresp Sec	473-8000 X3057
Clem Lopez	Sgt-at-Arms	473-8000 X9250
Shelley Kaya	Director	473-8000 X2939
Michael Pia	Director	577-0322 pager
John Priolo	Director	474-8477

NEWSLETTER CONTACT

The FMA Newsletter is published monthly. Articles are due by close of business at the General Meeting. Please send them to Eric Kimura (kimuraey@phnsy.navy.mil). Your comments are always welcome.

Pamela Dittrick.....Editor (541-2296)

FEDERAL MANAGERS ASSOCIATION

Chapter 19

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Address correction requested