



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 5-02

NEWSLETTER

MAY 2002

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Reminders:

- ❖ The annual Pearl Harbor Fishing Tournament will be held on 29 June 2002, 0500-1500 hours, Waianae Boat Harbor
- ❖ 2002 FMA Chapter 19 Scholarship applications are due 31 August 2002 – remember to include last two years of transcripts
- ❖ 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

RECOGNITION



*Zone 7 President
John Priolo
presents a Gil
Guildry finalist
award to Chapter
19 Board member
Willy Castro*

Recognition for First Line Supervisors

Chapter 19 will begin the FMA First Line Supervisor of the Quarter Program in June 2002. Quarterly winners will receive a plaque and a U.S. Savings Bond.

Any Chapter 19 member in good standing of FMA may nominate a first line supervisor as FMA Supervisor of the Quarter by filling out a nominating form (see page 2 of this newsletter) and turning it in to a member of the FMA Chapter 19 Board. Refer to the last page of this newsletter for a listing of Board members and their phone numbers.

Nominees must be a temporary or first line supervisor and a member in good standing of FMA Chapter 19 at the time of the nomination. Please take this opportunity to recognize the outstanding first line supervisors who make our organization a success on a daily basis.

Mike Pia will chair the nominating committee. For more information, contact Mike Pia at 577-0322 (pager) or Eric Kimura at 473-8000 x2883. The deadline for submitting nominations for this quarter is 15 June 2002.

FMA First Line Supervisor of the Quarter Nomination

Turn nominations in to any member of the FMA Chapter 19 Board.

Chapter 19 Member Making Nomination:

_____	_____	_____	_____
Name	Shop/Code	Signature	Date

Person Nominated:

_____	_____
Name	Shop/Code

1. **Work Performance:** (motivates employees, supports other supervisors, mentors, team player, etc.):

2. **Communication Skills:** (verbal and/or written):

3. **Attitude:** (i.e. towards work, peers, subordinates):

4. **Dedication:** (reliability, new ideas, volunteers, etc.):

5. **Other Qualities:**

Locality Pay During Retirement Status Update

By John Priolo

The first session of the 107th Congress began with peace, prosperity, and a surplus. The second session of the 107th Congress began with war, recession, and a deficit. These two simple statements have a significant impact on the priorities of our elected officials. The possibility of rapid successful resolution of making locality pay part of COLA so that it may be taken into retirement was one of many issues moved to the back burner.

This report is an update as to the status of action to add locality pay to our retirement annuities. This was the first topic brought up by our Congressional delegates and their staffs at our meetings with them in Washington, DC during the 2001 and the 2002 FMA National Conventions.

The issue raised is that upon retirement federal employees from Hawaii, Alaska, Puerto Rico, Guam, and the U.S. Virgin Islands lose their Cost of Living Allowance (COLA) while our counterparts from the 48 contiguous states have their locality pay added to their high three. As locality pay has increased over the years this amounts to a significant difference during retirement and serves as a disincentive when we attempt to recruit from the mainland.

The following proposal has been made: COLA, which is capped at 25%, would consist of two elements. One would be the traditional COLA, which is only subject to state tax. The other would consist of the current locality pay rate of Washington, DC, which is subject to federal tax as well as other withholdings. Since the current locality pay in Washington, DC is about 10% you would see a decrease in your take home pay of about 1-2%. However, upon retirement you would see an increase in your retirement annuity by the average amount of locality pay during the period of your high three (currently about 10%). During our most recent visit I provided an economic justification that showed that for Federal Employee Retirement System (FERS) personnel working 30 years and collecting retirement for 20 years making locality pay part of COLA would be close to revenue neutral. In fact using current tax tables the employee would pay more in taxes than they would gain in increased retirement income. The benefit to the employee would be that having a small decrease during their working years would be a tolerable price to pay for a significant increase during retirement. The philosophy is that you cannot expect any benefits if you do not pay into the program. In my simple vernacular 85% of something is better than 100% of nothing.

Also worthy of note is that because we get no locality pay our last few annual pay raises have lagged the nationwide pay raise by about 1% each year which was allocated to locality pay. This will end when the proposal becomes the practice. In addition the State Department is now weighing in with the idea of adding locality pay on top of COLA. While this is even better for us it is a more costly alternative and more difficult to enact.

We were assured by our entire Congressional delegation that they are working with OPM to seek a satisfactory resolution to this problem. I encourage you to continue to remain involved in this issue and let your elected officials know how you feel.



What: Pearl Harbor Fishing Tournament
When: Saturday, 29 June 2002
Where: Waianae Boat Harbor
Time: 0500-1500 hours
How: Trolling – No Bait

Other: Charter Boats okay, Limited Entry (75),
 15 Places, Door Prizes, T-shirts, Food

Contact	Building	Phone	Pager
J.D. (John) Okamura	1770	473-8000-3541	363-3298
Wayne Wilcox	11	473-8000-3372	577-0648
Alvin Okihiro	1770	473-8000-3698	577-0317

TIME BANK

Each election cycle Chapter 19 establishes a Time Bank by which members pledge to donate hours to work in the campaigns candidates for the US House and Senate. If you wish to participate notify any Chapter 19 Board member.

NAME	HRS PLEGGED	HRS WORKED
Bridgit Bales	25	
Mike Chun	20	
Pamela Dittrick	6	
Bill Gould	20	
Shelley Kaya	20	8
Eric Kimura	50	8
Randy King	25	
Clem Lopez	20	
Ed Lum	20	
Owen Okumura	50	
Barbara Paris	20	
Bob Paris	20	
Mike Pia	16	8
John Priolo	100	12
Bob Sonoda	50	
Wayne Wilcox	25	

Happy Birthday

FMA-PAC

Happy Birthday to all those born
in June!

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

6/2 Stanley Jensen
6/2 Mariano Morris IV
6/4 Joseph Mendonsa
6/5 Raymond Cranage, Jr.
6/6 Kenneth Kunichika
6/6 Henry Murashige
6/8 Michael Usui
6/9 Raymond Kawaguchi
6/10 William Iao, Jr.
6/11 Wendall Beppu
6/11 Leighton Tsubota
6/12 Antone Candido, Jr.
6/13 Robert Yamasaki
6/14 Clayton Kobashigawa
6/15 Wayne Duarte
6/19 Vincent Kanaeholo
6/19 Glenn Morihara
6/20 Reuben Liboy, Sr.
6/22 Jan Singletary
6/22 Stephen Wong Leong
6/24 George Corenevsky
6/25 Alfred Ganigan, Jr.
6/28 Henry Ching
6/28 Lawrence Kuranaka
6/28 Craig Nishida
6/29 Tyson Livingston III



Name	Amount
John Priolo	170
Mike Pia	152
Frank Dietz	140
Wayne Wilcox	120
Eric Kimura	116
Roy Armstrong	100
Bridgit Bales	100
Barbara Paris	100
Freeman Correa	50
Shelley Kaya	50
Diane Pierce	50
Keith Galang	14
W. Anonymous	14
K. Anonymous	10
TOTAL	1186



2002 FMA Chapter 19 Scholarship Program

The deadline is nearing for those who want to apply for the 2002 Scholarship Program. Details are found on the application forms in this newsletter. Completed applications and transcripts must be postmarked no later than 31 August 2002.

1. Graduating high school students will receive the same amount.
2. Current college students will receive an amount based upon their cumulative GPA converted to a 4.0 scale.
3. The Chapter 19 Scholarship Committee will determine the amount of each award subject to the above criteria.
4. Only completed applications and transcripts that meet the application requirements and are submitted/postmarked by the due date will be eligible.



2002
FMA CHAPTER 19 SCHOLARSHIP APPLICATION
For School Year 2002 to 2003



Please type or print legibly. (All information provided will be kept confidential.)

QUALIFICATIONS

- Any child, grandchild, or spouse of a Chapter 19 FMA member in good standing.
- Applicant must be entering or currently attending an institute of higher education as an undergraduate student.
- Must have maintained a 2.5 or higher current grade point average (GPA) on a 4.0 scale.

PERSONAL DATA

Applicant's Full Name: _____

Address: _____

Phone No.: _____

Sponsor's Full Name: _____

Address: _____

Phone No.: _____

SCHOOL INFORMATION (Complete one or both)

High School Attended: _____

Transcripts for last two years attached? [] Yes [] No

Remarks: _____

College/University Attended: _____

Transcript of school year attached? [] Yes [] No

Remarks: _____

GENERAL INFORMATION

Name and address of school to be attended:

Field of study (if known): _____

Have you been accepted for admission? Yes No

If no, when do you expect to receive notification? _____

Have you asked for and/or received any financial aid or scholarship assistance?

Yes (list below) No

Name of Grant	Amount of Grant
_____	_____
_____	_____
_____	_____

CERTIFICATION

I certify to the best of my knowledge the information provided with this Scholarship application is true and correct.

Applicant's Signature _____ Date _____

Sponsor's Signature _____ Date _____

MAILING ADDRESS

FEDERAL MANAGERS' ASSOCIATION
CHAPTER 19
ATTN: SCHOLARSHIP COMMITTEE
P O BOX 1685
PEARL CITY HI 96782

President's Message

ZoNews

By John Priolo



By Eric Kimura

When my grandparents first came to Hawaii from Japan to work in Hawaii's sugar plantations, they couldn't speak the language and only qualified for menial tasks. Like most, I believe my grandparents initially intended to stay for a short while, earn enough to send money "home" and eventually return to Japan. As they stayed, they began to grow "roots" and began to take a longer view.

My grandparent's generation was prevented from becoming citizens by law. Those barriers didn't stop them from investing in the future and taking steps to make change happen. The way they took charge of their destiny was to invest in their children. Everything was done "for the sake of the children." They knew that if they invested in their children and their education, a new generation would rise that could become citizens and change the way things were run in Hawaii. That happened and the story is a part of Hawaii's heritage.

I frequently hear that we could do better if "they" would only listen to us, or if "they" would only give us more this or more that. While we do need to tackle and fix the "theys" of this world, we also need to take a page from our grandparents and invest in our "children" -- the next generation of leaders here at Pearl Harbor.

We need to look over the group of Shipyarders in their twenties and thirties and start picking out the potential Code 900s, the potential QA Directors, and the potential Code 2300's and 240s. We need to encourage them to be supervisors and help them survive their stint as first line types. We also need to educate them to be the change leaders of the Shipyard in eight to ten years from now. We need to do this now. Each of us should be looking over the people around us and start to groom those potential department heads. Like my grandparent's generation, we need to do this one supervisor at a time.

Campaign Season - Here We Go Again!

Every campaign season should be considered an opportunity to expand and extend your influence with your U.S. Senators or Representatives. No matter how concerned they are, no matter how interested in serving you as a federal employee, they cannot do you any good if they fail to get elected, or for incumbents, reelected. So in order to get them to become more familiar with you and your issues you need to be part of the election process. As I have often been quoted "if your Member of Congress does not know you by name you have a problem." In the next few paragraphs I will provide you some tried and true ideas that will increase your ability to influence. These ideas should be made the responsibility of a specific individual or individuals for if you cannot point to the person responsible then no one is responsible:

- 1) Consider having your Board endorse a candidate and send them a letter acknowledging that endorsement.
- 2) Establish a time bank for you Chapter. Each election cycle ask members to identify the number of hours they are willing to volunteer in the campaigns of the endorsed candidates. Publish and track the hours donated.
- 3) Publish and track the monies donated to FMA PAC.
- 4) Contact the campaign committees of the endorsed candidates for upcoming events at which your volunteers may serve.
- 5) Participate, participate, participate - for example our Chapter serves at campaign headquarters answering phones, planning fundraisers, critiquing proposed television campaign advertisements and stuffing envelopes. We also wave signs, attend fundraisers and march in parades.

Privatization Studies and Impact on Personnel

A long time friend and FMA member asked me what can be done with respect to coworkers whose careers may be affected as a result of a privatization study. Even when the federal employees win the study a "Most Efficient Organization (MEO)" results that means fewer people on board and often downgrades of some of those remaining. If you have any specific examples of action taken to improve the ability of your coworkers to retain their positions or transit into other career paths please let me know.

Next General Meeting

Date: Thursday, 30 May 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

P.O. Box 1685

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Address correction requested