



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 01-03

NEWSLETTER

JANUARY 2003

Submarine Factory

By Wayne Wilcox

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Noteworthy:

- ❖ *The 2004 Mid-Year Conference will be held in Hawaii*

Reminders:

- ❖ *FEEA/FMA 2003-2004 Scholarship applications are due by 28 March 2003*
- ❖ *FMA National is offering incentives of cash and prizes for recruiting new member into the FMA. Program runs until 31 March 2003*
- ❖ *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*



Pearl Harbor
Factory manager
Varadie Ore (left)
and Chapter 19
1st Vice President
Wayne Wilcox

Members of the NAVSEA 392C Submarine Factory Office were guest speakers at the December Chapter 19 general membership meeting.

Pearl Harbor Factory Manager Varadie Ore spoke on current issues with assistance from project engineers George Chervenec and Larry Jackson. Factory office contractor Tim Rezac of Perot Systems was also in attendance.

Mr. Ore touched briefly on the ongoing NAVSEA reorganization and mentioned that the reorganization was not far enough along to allow a meaningful explanation of new structure, roles, and responsibilities at this time. He then covered the NAVSEA 392C vision of the challenges that lay ahead for Pearl Harbor.

The delivery of the USS BUFFALO within cost and schedule is tracking nicely, but difficult times may be coming. The heavy SRA workload coupled with the start of the USS BREMERTON in October will test us in ways that we have not seen before.

The CNO budget is tight and shortages are projected in some key areas. We must continually seek improvements in efficiency. Pearl's performance on the upcoming projects will certainly determine the size and availability of future overhauls. Mr. Ore is planning to spend a significant amount of time at Pearl Harbor and would like to share and discuss ideas with our supervisors and managers.

Legislative Action Team (LAT)

"Transforming the Workforce to Meet Tomorrow's Needs"

By Eric Kimura

On Sunday, 29 December 2002, FMA Chapter 19 thanked those chapter members who significantly contributed in furthering the Legislative Action Team (LAT) goals during the year 2002 with a brunch at the Hickam AFB Officer's Club. Included in the group were Barbara and Bob Paris, Bob Sonoda, Bill Gould, Freeman Correa, Hazel Sutherland, outgoing LAT Chair Shelley Kaya and incoming LAT Chair Nolan Chang. The Chapter was also honored to have as guests, U.S. Senator Daniel Akaka and Mr. James Sakai of his Washington Office, and Ms. Anne Stewart of U.S. Representative Ed Case's Washington Office.



(from left) Zone 7 President John Priolo, Senator Daniel Akaka, and Chapter 19 President Eric Kimura at the 29 December LAT Brunch

Senator Akaka spoke of the value of federal employees and the key role of federal managers in transforming the workforce to meet tomorrow's needs. He discussed two key problem areas that will affect that vital service and efforts that he has made and will continue to make to fight the problems:

- **Human Capital Crisis.** Senator Akaka expressed great concern over how valuable expertise will be replaced when three-quarters of the current workforce of two million federal workers will be eligible to retire in 2010. He said the need to build replacements is vital, especially for the management and leadership of that workforce. The country needs to bolster programs that will train and develop the people to fill the leadership vacancies. As part of the effort to fill the need, the senator has strongly supported leadership development efforts. Senator Akaka noted that in early December he was present for the dedication of the Pacific Leadership Training Center. This center is one of four in the country with the purpose of training and developing the future federal workforce leadership. Twenty-five people were enrolled in the first class. Senator Akaka was emphatic that our country must invest in preparing the future leaders of federal workforce to ensure our country's success.
- **Rush to Change the Nature of the Federal Workforce.** The Senator noted that the country is moving toward major confrontations with countries like Iraq and North Korea as well as continuing the war on terrorism. The principal basis for the response will involve the military. However, there has been no move to rapidly change the federal workforce that supports the military capability. As former chairman of the Subcommittee on International Security, Proliferation and Federal Services, Senator Akaka has opposed some of the changes to the A-76 process and other competitive polices. He objects to the rationale that places value on having quotas on outsourcing and privatization. As long as he can continue to object, he said he would continue to oppose that headlong push towards privatization.

The Senator closed by noting that things will be changing in the Senate. The new Senate Majority Leader is expected to be Senator Bill Frist of Tennessee. The Senate will be starting work earlier than normal in January in order to address the unfinished business from the last session. Senator Akaka thanked FMA Chapter 19 for their efforts.



**To those born in
February:**

- 2/3 Hazel Sutherland
- 2/3 Steve Tokikawa
- 2/4 Walter Wallace
- 2/6 Michael Antone
- 2/6 Robert Paris
- 2/6 Walter Hiu
- 2/8 Laura Hayashi
- 2/8 Richard Karamatsu
- 2/10 Todd Tamura
- 2/11 James Conti
- 2/12 Maurice Sullivan, Jr.
- 2/13 Bill Cruz
- 2/15 Soara Tupua
- 2/16 William Todd, Jr.
- 2/17 Ariston Ufano
- 2/19 Darryl Toyama
- 2/19 Charlie Visitacion
- 2/20 Ethan Hottendorf
- 2/20 Paul Kaneshiro
- 2/21 Howard Gomes
- 2/21 Stanton Lee
- 2/22 Lance Miwa
- 2/23 Owen Okumura
- 2/23 Tsarkie
- 2/24 James Campbell
- 2/24 William Cook
- 2/25 Bertram Chikazawa
- 2/26 Pamela Dittrick
- 2/26 Melvin Ibale
- 2/29 Judy Yockman



FMA-PAC

FMA-PAC is the political arm of our organization.
Contributions as of 3 January 2003:

CONTRIBUTOR	2003 TOTAL YEAR TO DATE	
John Priolo	\$215	\$215
Eric Kimura	\$150	\$150
Ron Obrey	\$150	\$150
Frank Dietz	\$110	\$110
Mike Pia	\$110	\$110
Bill Gould	\$75	\$75
Shelley Kaya	\$75	\$75
Barbara Angelo	\$50	\$50
Freeman Correa	\$50	\$50
Owen Okumura	\$50	\$50
Mike Hahn	\$47	\$47
Ed Lum	\$25	\$25
A. Anonymous	\$20	\$20
C. Cummings	\$17	\$17
W. Anonymous	\$11	\$11
TOTAL	\$1,155	\$1,155

FMA/FEEA

2003/2004 Scholarship

FMA/FEEA 2003/2004 Scholarship Application forms are now available and are attached on the following pages. You can also get the application on line from the FMA Web site. Go to www.fedmanagers.org then access What's New or Membership News. **Note: Applicants must be at least a college freshman by the fall 2003 semester. Application package must be postmarked by 28 March 2003.**

The scholarship program is funded by the donations of FMA members and Blue Cross Blue Shield and Wright and Company. Chapter 19 has had seven winners over the years and Zone 7 has had two in 2002/2003.

If you want to contribute a tax-deductible donation toward the scholarship, make a check out to FMA-FEEA and give it to any Chapter 19 Board member or mail it to FMA-FEEA, 8441 W. Bowles Ave., Suite 200, Littleton, CO 80123-3245.

This application also is used to apply for the Patsy Takemoto Memorial Scholarship.

TSP and Taxes News Update by the Federal Personnel Guide

If you are 50 or older, you'll be able to put away more into your TSP account than under previous law. The "TSP Catch-Up" law (PI 107-304) has been signed by the President. WHO IS ELIGIBLE: TSP participants age 50 and older. Most such employees are under CSRS, and have been restricted from contributing as much into the TSP as their FERS counterparts. This law gives them an opportunity to "catch up."

WHAT'S ALLOWED: An extra \$2,000 in 2003 ... an extra \$3,000 in 2004 ... an extra \$4,000 in 2005 ... an extra \$5,000 in 2006 ... and an extra amount adjusted for inflation thereafter. Go to www.fedguide.com for more information.

FMA/FEEA 2003-04 Scholarship Program Eligibility and Application Procedures

BASIC ELIGIBILITY REQUIREMENTS:

- The FMA/FEEA Scholarship Program is for current civilian federal employees and retirees who are FMA members and their dependent family members (spouse/child). Adult children and other relatives are eligible if claimed on the sponsoring employee's tax return. Active duty military members and military retirees are not eligible nor are their dependents.
- The applicant or the applicant's sponsoring federal employee must have at least three (3) years of federal service by August 31, 2003.
- Past active duty time will count toward this requirement if included in the service comp. date on the Standard Form 50.
- The applicant must be at least a college freshman by the fall 2003 semester.
- All applicants must have at least a 3.0 cumulative grade point average (CGPA) unweighted on a 4.0 scale. Current college freshmen must have a minimum 3.0 GPA for the fall 2002 semester.
- All applicants must be current high school seniors or college students working toward an accredited degree and enrolled in a two- or four-year post-secondary, graduate or postgraduate program.
- Applicants who are dependents must be full-time students. Applicants who are federal employees may be part-time students.
- All applicants must submit a complete application package postmarked no later than March 28, 2003. Incomplete or late applications will not be considered.

A COMPLETE APPLICATION PACKAGE SHALL INCLUDE:

- **An FMA/FEEA Scholarship Application Form:** A photocopy of the scholarship application form is acceptable.
- **Essay:** Typed, double-spaced, essay not exceeding two pages on the topic: "Are the civil service laws that protect federal employees important? Why or why not?"
- **Written Recommendation/Character Reference:** Please submit a written recommendation/character reference from a supervisor, coworker, community leader, teacher or counselor.
- **Transcript:** The transcript must show a CGPA of 3.0 or higher.
High School Seniors: Submit full high school career transcript that includes fall 2002 grades.
College Freshmen: Submit a transcript that verifies at least a 3.0 for the fall 2002 semester.
Applicants not currently enrolled: Submit a transcript from the last school attended.
All other applicants: Submit full post-secondary career transcripts that include fall 2002 grades.
- **NOTE:** If your transcript is being mailed directly by the school, the transcript must be postmarked by the application deadline of March 28, 2003. An official transcript is not required; photocopies of transcripts are acceptable.
- **List and Briefly Describe Awards, Extra-curricular and Community Service Activities:** Please provide this list on a separate page. Provide enough information so that the scholarship review committee will understand your accomplishments.
- **Copy of ACT, SAT or Other Examination Scores:** This is required for applicants who are high school seniors but optional for all other applicants.
- **Copy of Most Recent Standard Form 50 "Notice of Personnel Action."** You must provide a form that is **no older than January 2001**.
If applicant is a federal employee, submit the employee's own form.
If applicant is a dependent of a federal employee, then the sponsoring employee's form should be submitted.
If a current SF-50 is not available you must submit a current pay stub and a letter from personnel identifying your duty station, grade and service comp. date.
- **Two Self-addressed, Stamped, #10 Business-size Envelopes with First Class Postage Properly Affixed.** We will use the first to acknowledge receipt of your application and the second to provide results of the competition. All eligible applicants will be notified by August 31, 2003.

MAILING INFORMATION:

- Place all of the above materials unfolded in the same 9" x 12" (or larger) envelope.
- **Please: No Staples, No Paper Clips, No Folding.**
- Mail the complete application package to:
FMA/FEEA Scholarship Program
8441 W. Bowles Ave., Suite 200
Littleton, CO 80123-9501
- **Make sure that your application package is postmarked no later than March 28, 2003.**

FMA/FEEA 2003-04 Scholarship Application

Please check the boxes to make sure that your application is complete:

- This Application Form:** A photocopy of this form is acceptable.
- Essay:** Typed, double-spaced, essay **not exceeding two pages** on the topic: "Are the civil service laws that protect federal employees important? Why or why not?"
- Written Recommendation/Character Reference:** May be from a supervisor/coworker, community leader, teacher or counselor. Must be submitted together with the application package.
- Transcript:** *High School Seniors:* Submit full high school career transcript that includes fall 2002 grades.
College Freshmen: Submit a transcript that verifies at least a 3.0 for the fall 2002 semester.
Applicants not currently enrolled: Submit a transcript from the last school attended.
All other applicants: Submit full post-secondary career transcripts that include fall 2002 grades.
- Check here** if transcripts are being mailed separately by the school. (If checked, transcripts still must be postmarked by March 28, 2003.) An official transcript is not required; photocopies are acceptable.
- List and Briefly Describe Awards, Extra-curricular and Community Service Activities:** Please provide this list on a separate page. Include relevant dates and average time spent at activity.
- Copy of ACT, SAT or Other Examination Scores:** Required for applicants who are high school seniors; optional for other applicants.
- Copy of Most Recent Standard Form 50 "Notice of Personnel Action."** You must provide a form that is **No Older Than January 2001.**
If applicant is a federal employee, submit the employee's own form. If applicant is a dependent of a federal employee, the sponsoring employee's form should be submitted. If a current SF 50 is not available, you must submit a current pay stub and a letter from personnel identifying your duty station, grade and service comp. date.
- Two (2) Self-addressed, Stamped #10 Business-size Envelopes with First Class Postage Properly Affixed.**

Please do not fold or bind any pages with staples or paper clips.

Place all materials unfolded into a 9 x 12 in. (or larger) envelope postmarked no later than **March 28, 2003.**
MAIL TO: FMA/FEEA Scholarship Program, 8441 W. Bowles Ave., Suite 200, Littleton, CO 80123-9501

Please complete the following. Incomplete applications will not be considered.

Applicant's Name: _____
Complete Home Address: _____
City, State, Zip: _____
Social Security #: _____ Home Telephone #: () _____

Federal Employee's Name: _____
Relationship to Applicant: <input type="checkbox"/> Father <input type="checkbox"/> Mother <input type="checkbox"/> Spouse <input type="checkbox"/> Self <input type="checkbox"/> Other (specify) _____
Federal Employee's Work Tel. #: () _____ Length of Federal Employment: _____
FMA Member # or Chapter #: _____ (This information MUST be completed for FMA applicants)
Federal Agency Name: _____ Duty Station: _____

Applicant's Unweighted Cumulative Grade Point Average (CGPA): <i>Must have at least a 3.0 CPGA unweighted on a 4.0 scale</i> _____
College/University (attending or planning to attend): _____
Class Status as of fall term 2003 (Must be at least a college freshman by fall term 2003): <input type="checkbox"/> Freshman <input type="checkbox"/> Sophomore <input type="checkbox"/> Junior <input type="checkbox"/> Senior <input type="checkbox"/> Graduate Student

President's Message

ZoNews

By John Priolo



By Eric Kimura



Being the New Year, it's appropriate to think about the future, especially the future we'd like to have, say 8 to 10 years from now. The following is my crystal ball prediction and does not reflect any official viewpoint:

Workload wise, in 2010, the great wave of SSN 688 Refuelings and depot maintenance periods will be done. The only significant nuclear submarine work left in will be occasional SRAs and inactivations of worn out SSN 688's (maybe one a year.) There will be a trickle of VIRGINIA Class subs that will pick up as more are stationed out here. Surface ship work may pick up around 2007 as the Aegis Class cruisers and destroyers come up for heavy depot level maintenance availabilities. Electric Drive Ships will start to appear.

People wise, by 2010, the huge retirement wave of experienced shipyard mechanics, engineers and managers will be over. The people running the Shipyard and performing the work will be the junior mechanics and engineers we have now or are hiring now. An apprentice hired in 2001 will have five years of journeyman experience and will probably be a first line supervisor.

In the next decade we need to do everything we can to be successful at SSN 688 Refuelings to enable us to compete for the inactivation work in 2010- 2020.

We need to keep hiring apprentices and new engineers for the next 4-5 years and then keep a small stream of hiring after that. We need to invest in leadership and management training for the upcoming generation of middle and senior management now.

We need to invest in new technologies and new facilities. Don't forget tooling, too! It doesn't make any sense to try to fix 21st Century submarines with broken down tools.

My picture is not complete, but you can help. Please take the time to think about what else we could be and let me know your ideas about what we need to do. With a well-defined and focused Vision, we can redefine ourselves and be successful in the decade to come.

Legislative Action

I met with Senator Akaka at the December Chapter 19 Legislative Action Team Brunch. I had sent the Senator a thank you note for an article of his in a recent issue of the Federal Times stressing that recent OMB proposals were the wrong way to fix A-76 and for his work in making federal service more attractive. He quoted portions of my letters to me! Heck, I couldn't remember the exact words I wrote, and here was a senior member of the United States Senate thanking me for what I sent to him. If you have ever doubted the value of Legislative Action remember this - our elected officials do listen and to information we provide them. The actions of 108th Congress will be critical in establishing the future of civil service in our country. Participate and make a positive impact on our future!

Congressional Reception/Birthday Party

At the brunch, Anne Stewart, a staff member for Representative Ed Case, who was elected to fill out the remainder of the late Representative Patsy Mink's term in the 107th Congress, assured me that FMA 's reservation would be honored. At the conclusion of our Day on the Hill, March 19, 2003, we will gather at the Cannon Caucus Room from 5:30 to 7:30 p.m. to celebrate the 90th Anniversary of FMA. The cost is included in your Convention registration fee. You are encouraged to invite members of Congress and staff. You will be asked to pay \$25 for each guest.

Joint Zone Meeting

Details of the 18 January 2003 Joint Zone Meeting will be provided in the February ZoNews.

"Quotables"

By John Priolo

"People who serve America are our true heroes, and people who do it out of the goodness of their hearts are saints."

~John Spencer (actor on "West Wing")

"This will remain the land of the free only so long as it is the home of the brave."

~Elmer Davis

General Meeting

Date: Thursday, 30 January 2003

Time: Doors open at 1530 hours

Place: Ho'aloa 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)

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Address correction requested