



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 03-03

NEWSLETTER

MARCH 2003

INNOVATION!

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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 cash and prizes for recruiting new members into the FMA. Program runs until 31 March 2003*
- ❖ *Chapter 19 Scholarship applications are due by 31 August 2003 (see forms in this issue)*



Mr. Joe Freda, Portsmouth Naval Shipyard Assistant Superintendent for USS ALEXANDRIA, shares a record-breaking story

Mr. Joe Freda former President of Portsmouth Naval Shipyard's FMA Chapter 6 was a guest speaker at the February general membership meeting. Joe was the Assistant Project Superintendent of the USS ALEXANDRIA DMP that completed in a record-breaking 10.8 months! In contrast, the USS Topeka DMP, Pearl's most recent good news story completed in 15.5 months.

Joe spoke of the importance of fostering teamwork that encourages innovation. For example, USS ALEXANDRIA's Project made several hull cuts on the *bottom* of the ship. This allowed heavy equipment to be rigged *down* out of the hull and then taken out by using a dry dock elevator. This lessened their dependence on crane availability. Another innovation was the decision to order all the likely repair parts for seawater valves and have them staged when the seawater valves were opened up in the shop. The discrepant parts were quickly replaced and all the seawater valves were returned to the ship in a week. The old parts were then sent to the machine shop (X31) for repair later. This took the machine shop work out of series with the sea valve repair. Joe attributed success to five key areas:

1. Customer Relations- Engage ship's force early to assist in the planning effort. Joint development of execution strategies and a "shared vision" keeps everyone focused.
2. Fast Start- the "jump off the starting block" that gets the production rate going so that the project "crosses the line" at six weeks, which is important because it indicates that enough production momentum has been generated to ensure that 85 percent of the production work is done at undocking.
3. Timely System Transfers- turnover of ship's systems allows work to start. Strict adherence to the system turnover schedule sets the tone for the beginning of work and supports the fast start.
4. Project Team Planning- assembling the team early enough allowed time to jell and brainstorm. The team is then able to identify those "golden nuggets" required for improvement.
5. A New Strategy for Interference Removal - The team decided to minimize the cost and schedule impact of shipboard interference removal by adopting mindset of innovation that validated each and every request to remove an item as interference.

Joe is currently assisting with AIT work on the USS TUCSON SRA. He is quite willing to share information and answer any questions about the USS ALEXANDRIA DMP.

Financial Options for Retirement



(L to R) Gary Pollock, Bay Isle President, Sheri Chang Vice President, Gretchen Holstein, Portfolio Manager, Eric Kimura, President FMA Chapter 19

Gary Pollock, Sheri Chang, and Gretchen Holstein of Bay Isle Financial briefed FMA members on proper retirement planning at the February general meeting.

Gary explained differences in the retirement resources available for FERS and CSRS members. The benefits of rolling over a TSP account into an IRA at retirement are significant and worthy of consideration. However, our members are faced with many choices regarding their retirement benefits and sound decision-making requires a working knowledge of the many aspects of retirement planning. Expert advice is available but not always utilized. If you are concerned about your retirement planning and want to know more please feel free to contact Bay Isle Financial.

"Quotables"

By John Priolo

"I have always said that Federal government workers are better workers than people in the private sector - if you give them the tools and the training and the empowerment and a reasonable wage."

~Sen. George Voinovich, R – Ohio

"In the history of the world, no one has ever washed a rented car."

~Harvard President Lawrence Summers on the need to give ownership to employees

The Difference Between Locality Pay and COLA

By John Priolo

Q: What is locality pay?

A: Locality pay adjusts for differences in the cost of labor not in the cost of living. For example, locality pay for San Jose, CA is over 19% and will soon go to 21% because labor costs are so high. To calculate it, a typical government job, normally a GS-9 clerical position is compared to what it pays in private industry in the same area. Locality pay is added to base pay to enable the government to attract and keep personnel. Locality pay is also federally taxed and counts towards the high three for retirement purposes. Currently there is no maximum for locality pay.

Q: What is cost of living allowance (COLA)?

A: COLA is based on the cost of living difference between the non-contiguous states and territories and Washington, DC. It is not based on the cost of labor. COLA is not federally taxed and does not count towards retirement. Oahu gets 25%, which is the maximum.

Q: What does FMA Chapter 19 suggest?

A: Our suggestion was to have COLA consist of a locality pay portion equal to that for Washington, DC which is currently slightly >10% as part of the total 25% COLA. The locality portion would be federally taxed and would count towards our high three for retirement.

Q: How does locality pay affect retirement?

A: There is an initiative to include locality pay into COLA and the locality portion of COLA would count towards retirement.

Q: Where can I get more information on locality pay?

A: Contact John Priolo for more information. This <http://search.opm.gov/query.html?qt=locality+pay> link to OPM provides information and locality pay tables.



2003 FMA Chapter 19 Scholarship Program

The deadline is nearing for those who want to apply for the 2003 Scholarship Program. Details are found on the application forms in this newsletter. Completed applications and transcripts must be postmarked no later than 31 August 2003.

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.

Only completed applications and transcripts that meet the application requirements and are submitted/postmarked by the due date will be eligible.

See the following pages for the FMA Chapter 19 Scholarship application.



2003
FMA CHAPTER 19 SCHOLARSHIP APPLICATION
For School Year 2003 to 2004



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



FMA-PAC

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

4/1	Bridgit Bales
4/2	Francis McCarthy
4/2	Ramon Ramos
4/3	Layne Luke
4/3	Darren Nagasako
4/4	Quentin Peralto
4/4	Dan Yamane
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
4/15	Dennis Tingey
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 Chu
4/27	Dwight Pang
4/29	Burton Lucas III



CONTRIBUTOR	2003 TOTAL
John Priolo	\$375
Eric Kimura	\$225
Wayne Wilcox	\$225
Frank Dietz	\$180
Mike Pia	\$180
Ron Obrey	\$150
Ed Lum	\$150
Bill Gould	\$75
Shelley Kaya	\$75
Barbara Angelo	\$50
Freeman Correa	\$50
Owen Okumura	\$50
Mike Hahn	\$47
A. Anonymous	\$31
W. Anonymous	\$18
C. Cummings	\$17
TOTAL	\$1,898

FMA/FEEA 2003/2004 Scholarship

FMA/FEEA 2003/2004 Scholarship Application forms are now available on 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.

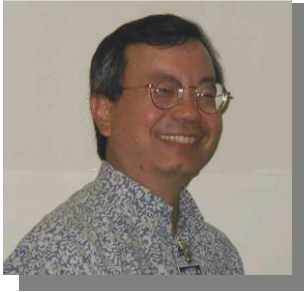
If you want to contribute a tax-deductible donation toward the scholarship, make a check out to FMA-FEEA and give it to any Chapter 19 Board member or mail it to FMA-FEEA, 8441 W. Bowles Ave., Suite 200, Littleton, CO 80123-3245.

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

President's Message

ZoNews

By John Priolo



By Eric Kimura



Well, it's off to the National Convention again. Time to pack the Portuguese sausages that Mike Pia's sister, Joannie, uses to fix a mouth watering Portuguese Bean Soup that is a popular dish in the hospitality room. Before I go though, I'd like to speak again of Vision.

As I mentioned in the past, we can expect the massive wave of submarine work to go away after the year 2010. After that, we can expect lean times. The only major submarine depot work will be an inactivation every year or two. The VIRGINIA class submarines will still be too new for overhauls until about 2015. So, what will we be doing and how will we survive the lean times? If we do nothing, there is a good chance that by the time there is a need for our shipyard; we'll be too small and too expensive to renovate. We may become a contractor-operated ship repair facility. The Army is doing it now with their privatization effort. The key is to keeping work at Pearl Harbor is to change our product line. We will need to reinvent ourselves by first creating a Vision.

On 13 March we sent out an e-mail inviting people to participate on Vision teams to look at what kind of shipyard we will need to be in 10-15 years. The response has been overwhelming. The first week in April we will call those who indicated an interest to be part of a team to develop a Vision for PHNSY & IMF. We will provide our Vision and ideas to the senior management's strategic planning group but that won't be the most important result. The most important result is that supervisors and middle management of the PHNSY & IMF will have a plan of what we need to push over the next 10-15 years. In five years, many of those making up senior management will be gone. But we'll still be here. We'll also have the same plan that we can keep pushing.

If you'd like to participate, e-mail either Wayne Wilcox or me. I hope to hear from you and see you at the Visioning meeting.

Membership Survey

The February issue of this Newsletter contained the results of a Chapter 19 Membership Survey. While the survey validated many of the strengths of the Chapter it also opened some eyes as to areas of significant interest to the membership. The Chapter Board is now taking action to address those areas. If you wish to run a similar survey for your membership please contact me for specifics. It is definitely worthwhile and will make you a stronger, more responsive Chapter.

Alone On a Windy Corner

Lately I have been involved in several different issues at local and National levels, which have not turned out well with respect to my reputation and standing. The resultant heavy flack has created some personal doubt and internal reflection on my ability and soundness of judgment. While not brought up that way and definitely not a practice I have ever followed I have acquired a new appreciation for the "nail that sticks out is the one that gets hammered" syndrome. It also gets very sore when you get hammered. The one saving grace in all of this is the written comments I have read in the Chapter 19 survey and from the National Convention and Conference Surveys.

Keep those Cards and Letters Coming

Since I've been involved in FMA as a Zone President I have paid close attention to the written comments made on the surveys returned at the National Conventions and Mid-Year Conferences. I have also scrutinized and reflected on the written comments made to the Chapter 19 survey. I have found an increased admiration for those who take the time and make the effort to provide meaningful comments and recommendations. I am touched by the positive comments and will do what I can to improve in the areas of the negative. Perhaps the corner is not that windy when you have some warm thoughts to wrap yourself in.

I will close with a quote from Anne Frank: "*How lovely to think that no one need wait a moment, we can start now, start slowly changing the world.*" Perhaps those who disagree with what I say will understand that we differ only on the process but not on the goal.

General Meeting

Date: Thursday, 27 March 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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Chapter 19
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Pearl City, HI 96782**

Address correction requested