



# FEDERAL MANAGERS ASSOCIATION

## Chapter 19

VOL 7-03

NEWSLETTER

JULY 2003

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### Reminders:

- ❖ *PHNSY & IMF  
Annual Picnic will  
be held on  
6 September 2003  
at Bellows*
- ❖ *2003 FMA Chapter  
19 Scholarship  
applications are due  
31 August 2003 –  
remember to include  
last two years of  
transcripts*
- ❖ *The 2004 Mid-  
Year Conference  
will be held in  
Hawaii*
- ❖ *Contact any Board  
Member if you would  
like to contribute to  
FMA-PAC*
- ❖ *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*

## USS BREMERTON ERO



(l to r) Wes Tanoue, NAPS; Paul Gomes, Work Packaging Manager; Bob Myers, Proj Supt; Tom Broussard, NNAPS Aft; Nate Lorenzo, NNAPS Fwd; Wayne Wilcox, Deputy Proj Supt; Willy lao, PEPM; Elwin Santiago, PPG Zone Mgr; Jesse Cruz, PTC Zone Mgr

Project Superintendent Bob Myers and senior members of the USS BREMERTON ERO Project team were the guest speakers at the June general membership meeting. Bob opened up with a history of the planning efforts on USS BREMERTON. The project team faces a significant challenge in planning the overhaul in about half the time allowed the preceding overhaul of the USS BUFFALO. The project is "rolling over" all reusable planning products of the USS BUFFALO and adding in lessons learned in the process. The emphasis has been on accomplishing detailed job summary reviews, validating labor and material budgets, validating the USS BUFFALO PSS schedule for use on USS BREMERTON, risk identification/mitigation, and training the project team.

Staffing a second ERO project team was a difficult undertaking and there will be many capable managers in new roles for the first time on USS BREMERTON. The project has worked through the logistics problems of accomplishing A-10 and A-3 inspections and testing on a vessel stationed at a West Coast homeport. The BREMERTON will relocate to Pearl Harbor just prior to starting overhaul. A project of this size will test the limits of PHNSY & IMF resources and plans are underway to cope with anticipated work overloads throughout USS BREMERTON'S stay. The project has two big plusses going for it: (1) implementation of "task management" via Theory of Constraints (TOC) technology; and (2) the youth and energy level of its project management team.

The USS BUFFALO ERO was Pearl's first submarine overhaul of this size in over 13 years. The USS BUFFALO project has laid the groundwork for the USS BREMERTON to capitalize on and improvements are expected in all areas.

# Happy Birthday

# FMA-PAC

Happy Birthday to all those born  
in August!

FMA-PAC is the political arm of our organization.  
Contributions as of 1 July 2003:

8/1 Cornelius Bates  
8/1 Wieland Chee  
8/3 Gary Cummings  
8/4 Lloyd Fujimoto  
8/4 Laura McMillan  
8/4 Richard Miyamoto  
8/6 Raymond Guinto  
8/6 Edmund Lum  
8/6 Lorrin Soong  
8/6 Allan Takamori  
8/7 Michael Bannan  
8/7 Glenn Tao  
8/7 Allyn Lai  
8/8 Frank Taliaferro  
8/9 Aaron Gooman  
8/10 Frank Muffley  
8/14 Ricky Dung  
8/15 Edmond Puou  
8/17 Alike Cockett  
8/19 Jerry Tanaka  
8/20 Albert Kissinger  
8/20 Thomas Takushi  
8/21 Morris Miyagi  
8/22 Jeffrey Long  
8/23 Kenny Kawamoto  
8/25 John Johnson  
8/26 Shiro Higaki  
8/30 Lee Sano



CONTRIBUTOR	2003 TOTAL
John Priolo	\$505
Eric Kimura	\$325
Wayne Wilcox	\$325
Ron Obrey	\$250
Mike Pia	\$240
Frank Dietz	\$240
Shelley Kaya	\$175
Bill Gould	\$175
Ed Lum	\$150
Barbara Angelo	\$50
Freeman Correa	\$50
Owen Okumura	\$50
Mike Hahn	\$47
G. Cummings	\$37
A. Anonymous	\$31
B. Paris	\$25
W. Anonymous	\$18
<b>TOTAL</b>	<b>\$2,693</b>



## Quotables

If there must be trouble let it be in my day, that my child may have peace.

*~Thomas Paine (1737-1809)*



"... We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the pursuit of Happiness..."

*~Declaration of Independence*

# AUTOMATION TOOLS

## CALCULATORS

Federal Employees Retirement Calculator (both CSRS & FERS)  
<http://www.seniors.gov/fedcalc.html>



Social Security Benefit Calculators  
<http://www.ssa.gov/planners/calculators.htm>

Calculator (Projecting TSP Account Balance, Annuity Calculator & Retirement Planner)  
<http://www.tsp.gov/calc/index.html>

Life Insurance Calculator  
<http://www.opm.gov/calculator/index.htm>

CSRS Retirement Calculator  
<http://www.finance.gsa.gov/csrs/>

## EMPLOYEE TOOLS

The Work Number (automated employment and income verification service)  
<http://www.theworknumber.com>

Thrift Savings Plan (TSP)  
<http://www.tsp.gov/>



TSP Account Access  
<http://www.tsp.gov/account/index.html>

Social Security Retirement Planner  
<http://www.ssa.gov/retire/>



Office of Personnel Management (OPM)  
<http://www.opm.gov>

# President's Message

ZoNews

By John Priolo



By Eric Kimura



About 30 years ago, an East Coast team who was at the bottom of the football league hired the coach of a successful West Coast team to help make them a winner. The coach promptly traded a lot of draft choices to pick up members of his former team. He picked up so many of these veterans that the wags in the area promptly nicknamed the football team "the RAMskins." For a few seasons, the "RAMskins" did well, but they had mortgaged their future draft choices and never became a lasting dynasty. Compare them to a West Coast team that was also at the bottom of the league. This owner invested in a coach whose philosophy was to build greatness by astute draft choices and growing the players they had into great players. This team was able to maintain a stable of great players and became the dominant winning team for a decade.

A couple senior managers and I discussed who of the current middle managers could be the next senior managers. We tossed around names and there'd always be comments such as, "this person didn't have engineering experience" or "this person didn't have time on projects," or "this person couldn't do admin." There was always something lacking. The alternative was to bring in someone from the outside. Then I remembered the "RAMskins."

What if we had a program to rotate and develop promising junior and mid-level supervisors and managers to get the experience that they needed? What if we took production supervisors and let them spend time in engineering or quality assurance so that they'd get that experience and also pick up needed written and communication skills. What if we rotated promising RADCON engineers and SRCTs or other non-production people to production? A side benefit of rotation might be the breakdown of communication barriers between departments. We could do this. It wouldn't take much money or additional billets. To make this work it would just take commitment from a few senior managers and a willing cadre of potential leaders out there to ask for and volunteer to rotate. The benefit would be that we'd build a stable of great leaders and make PHNSY & IMF a perennial winner for this decade and beyond.

## Congressional Action

The June/July 2003 issue of the Chapter 3 FMA Newsletter contains an excellent article on how to go about contacting your Congressional representatives, which I am "borrowing" with some modification.

## Source of Information

The FMA web site, [www.fedmanagers.org](http://www.fedmanagers.org), provides a ready and easy resource. Go to Government Affairs, and then select Grassroots Action and you will find sample letters on many significant issues. Of course, in today's world of anthrax, fax or e-mail your letters. Letters sent to Congress via the postal system get held up for several weeks. An alternative is to send your letters to your local member of Congress.

## Allies and Alliances

I have found that working with your Union can be a tremendous asset in getting your message to your members of Congress. Make every effort to partner with your Union on issues of common interest such as personnel rule changes, BRAC, facility investment and workforce revitalization. While there may be times when you will have to agree to disagree the vast majority of the time you have the same concerns.

## Other Actions

Does your Chapter have a Legislative Action Team? Rather than have the Chapter President attempt to handle all legislative issues your LAT can take the point.

Encourage participation in PAC including having members joining in local fundraisers and working at campaign headquarters of your candidates.

Collect non-government e-mail addresses for your members so you can rapidly bring issues to their attention outside of the workplace.

Lead by example. As a Chapter President you set the standard. If you are not donating to PAC or sending letters it is hard to expect others to.

## **Next General Meeting**

**Date:** Thursday, 24 July 2003

**Time:** Doors open at 1530 hours

**Place:** Ho'aloaha Room, Shipyard Cafeteria

**Cost:** Food and refreshments are available for \$3



4<sup>th</sup> of July

## **BOARD MEMBERS**

Eric Kimura	President	473-8000 X2883
Wayne Wilcox	1 <sup>st</sup> VP	473-8000 X3372
Owen Okumura	2 <sup>nd</sup> 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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**Pearl City, HI 96782**

*Address correction requested*