



# FEDERAL MANAGERS ASSOCIATION

## Chapter 19

VOL 11-03

NEWSLETTER

NOVEMBER 2003

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### Reminders:

- ❖ The 2004 Mid-Year Conference will be held in Hawaii in March at the Sheraton Hotel
- ❖ Contact any Board Member if you would like to contribute to FMA-PAC
- ❖ For the latest information visit the Chapter 19 website  
<http://fmachapter19.org>
- ❖ Reminder: those who do not use Payroll or PHFCU allotment to pay dues that they are due 31 December 2003

## USS BREMERTON Team Extracts Lessons Learned



(l to r) USS BREMERTON team Tom Broussard, Bob Myers, Wayne Wilcox and Willy Iao

At the October General Membership Meeting Chapter 19 hosted guest speakers from the Portsmouth Naval Shipyard (PNSY) Lessons Learned Visit Team. Forty-two supervisors, zone managers, project managers, and other shipyard specialists have visited Portsmouth to acquire business practices that could be exported and used on Pearl Harbor submarine availabilities. Team members from Pearl Harbor have been shadowing key PNSY project personnel who are managing the successful USS NORFOLK ERO and USS ANNAPOLIS DMP projects

Bob Myers, Wayne Wilcox, Willy Iao, and Tom Broussard briefed the membership on the hundreds of lessons learned ideas captured by the team during their visit.

Of special note were the specifics of the Portsmouth on-line (live) discrepancy tracking system (DTR) that provides live information on Discrepancy Logs (D/Ls) as engineering and planning personnel process them. The system eliminates the "wasted leg work" of chasing down D/L submittal/resolution status by providing project managers with instantaneous on-line information.

An improved TWD certification checklist adds much needed structure to the TWD certification procedure by providing in-process signature verification for certification steps. The improved checklist ensures that a document is complete and ready before starting entering it's final certification review.

(continued on page 2)

The expanded use of pre-engineered repairs allows for contingency repair steps and prevents unnecessary work stoppages as supervisors and mechanics no longer have to wait for "as found" reports to trigger repair procedures.

Portsmouth's Corrective Action Tests (CATS) procedure provides the proper urgency and visibility for test failures. Any test failure equates to lost time in schedule and excessive labor charges. By assigning CAT items the highest priority in engineering and in the shops the test program is advanced significantly.

Auto reports for critical project data give project managers a real time view of what is occurring with critical project parameters allowing them to make quick adjustments in day-to-day priorities and focus.

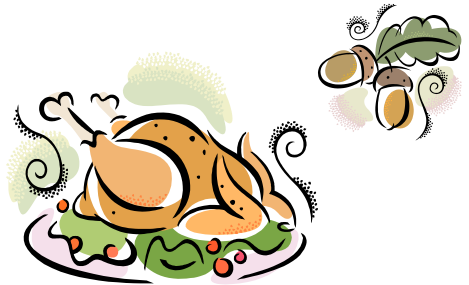
The many items collected will provide an opportunity for PHNSY & IMF to leverage the success at Portsmouth for the benefit of our own projects. A table is being assembled to catalog these valuable lessons learned. Our members will review the table, evaluate the findings, and implement the improvement ideas wherever feasible.

### **Thrift Savings Plan (TSP)**

TSP Open Season will end on 31 December 2003. TSP is the federal employees' version of a 401(k). Employees make pre-tax contributions and receive tax-deferred earnings. The long awaited TSP record keeping changes have been implemented and TSP will be issuing quarterly statements for periods ending March 31, June 30, September 30, and December 31.

Statements will also be made available at the TSP website [www.tsp.gov](http://www.tsp.gov). The maximum contribution amounts will increase to 14% for FERS employees and 9% for CSRS employees. The maximum contribution in dollars is \$13,000.

In addition, employees 50 years and over can make catch up contributions to their accounts, but only if they are contributing the maximum regular contributions. Maximum catch-up contributions for 2003 is \$2,000 and for \$3,000 for 2004. A new election for catch-up contributions must be made each year.



Thanksgiving dinners  
take eighteen hours to  
prepare. They are  
consumed in twelve  
minutes. Half-times  
take twelve minutes.  
This is not  
coincidence.

~Erma Bombeck

## **Legislative Action Team (LAT) Celebrates Stunning Accomplishments**

*By Nolan Chang*

LAT members are finally enjoying the fruits of their labor on a couple of issues. As you know, a team is currently conducting a study to determine the feasibility of home porting an aircraft carrier at PHNSY & IMF. We have learned that not one, but a number of Virginia Class submarines will be stationed in Pearl Harbor!

The LAT has been providing pivotal input on personnel management issues and continues to push for locality pay, which would result in an increase of retirement annuity. Earlier this year a visioning team assembled by the FMA helped the PHNSY & IMF develop a strategic plan, paving the way toward a bright and productive future. Many of these issues have been proposed, discussed and litigated for a number of years, and the tide is finally beginning to turn. This has truly been a year to remember thanks to the efforts of our LAT.

In celebration of the stunning accomplishments the LAT has achieved, a luncheon has been set for Sunday, December 28, 1100 hours at the Hale Koa Hotel. The menu includes grilled flank steak and broiled mahi-mahi filet, served on spicy fried noodles and sautéed zucchini with tomatoes, soup, salad and fruit sherbet on a chocolate meringue nest. The cost of the luncheon including gratuity is \$17.50 per person.

Board members will be in attendance, and all of our congressional representatives have been invited to join the festivities. If you are interested in participating, please submit your RSVP to Nolan Chang (474-9433, or e--mail) by 5 December 2003. Seating is limited, so sign up early.

What was once thought impossible, is now possible thanks to our congressional delegation and the incredible LAT.



### **Elections for New Chapter 19 Officers**

Chapter 19 Bylaws require that the Nominating Committee consisting of Eric Kimura, John Priolo and Shelley Kaya, present a slate of officers for election at the October General Membership meeting. The following slate was presented:

President	Wayne Wilcox
1 <sup>st</sup> Vice President	Brendan Cravalho, Dan Yamane, Brian Yim
2 <sup>nd</sup> Vice President	Clem Lopez
Treasurer	Nolan Chang
Corresponding Secretary	Ed Lum
Recording Secretary	Eric Kimura
Sergeant at Arms	Kimo McClellan
Director	Mike Pia
Director	Owen Okumura

**Additional nominations may be made from the floor at the November General Membership Meeting.** For contested seats, a ballot election will be at the December General Membership Meeting. The 2004 Installation Luncheon will be held on 10 January 2004. See the following page for details. Note: Since the Zone 7 President John Priolo is a member of Chapter 19 he will automatically continue to serve as a Director without election.



## 2004 INSTALLATION LUNCHEON

### Federal Managers Association, Chapter 19

**Date:** Saturday, January 10, 2004

**Time:** 11:00 No-host Cocktails/Social Hour; 12:00-14:00 –Lunch/Program

**Place:** Haleiwa Joe's at Haiku Gardens, Kaneohe

**Cost:** FMA Members \$15; Guests/Non-members \$25  
If paying by check, make payable to FMA Chapter 19

**Buffet:** Salads and Fresh Breads, Seared Premium Ahi with Wasabi-Ranch Dip, Cognac Infused Grilled Tenderloin, Coconut Shrimp with Sweet & Spicy Sauce, Fresh Sautéed Vegetables, Island Rice and Garlic Mashed Potatoes, Cake and Beverages

**Deadline:** 19 December 2004

**Contacts:** Barbara Angelo 487-5970 or Bridgit Bales 239-6433

**Mail payment and names to:** Barbara Angelo                      OR                      Bridgit Bales  
47-138 Kaimalolo St.                      99-023 Iwaiwa Way  
Aiea, HI 96701                      Kaneohe, HI 96744

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Provide name(s) of attendees and note if they are a Member (M), Guest (G), or Non-Member (NM)  
Note: Tables for 4, 6, or 8 people can be reserved.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_

Amount Enclosed: \$\_\_\_\_\_





## 6th Annual Golf Tournament

The 6<sup>th</sup> Annual Pearl Harbor Naval Shipyard and Intermediate Maintenance Activity Golf Tournament, chaired by FMA Chapter 19 Director Mike Pia, was held on 13 October 2003 at beautiful Makaha Valley Country Club. The tournament, open to all civilian and military employees and guests, was the largest ever with 144 participants teeing off starting at 0750 hours.

The overall winner, by random selection, was Shop 98 Rigger Supervisor Gilbert Gould. Commander Thomas Bravarone, Deputy Project Superintendent on the USS BUFFALO, was the first place winner. Miles Kotoshirodo, Code 710 Division Head, was closest to the pin on the 17<sup>th</sup> hole. His five iron shot ended up 16 inches from the pin. Miles felt he was fortunate staying out of trouble with trees on the left and a water hazard on the right and was rewarded with an easy putt for a birdie.



Organizations that contributed to this annual event were Pearl Harbor Morale Welfare and Recreation, Pearl Harbor Federal Credit Union, and the Federal Managers Association Chapter 19. In addition Theresa Hess donated cosmetic packages from her business "Shear Genius Hair Cutters."

Volunteers included Owen and Marion Okumura, Stephen and Mary Lorenzo, Susema Kapoi, Keoki Lopez, TinaRei Pia and Barbara Angelo on the par threes. Warren Sunada and Holden Labrie took care of the refreshment table. Jerry Mershon set up the awards table. Carolyn Denny and Eric Kimura handled the camera and water. Gloria Uyehara, Nadine Bayne, Fred Bailey, and Mike Kikuyama took care of registration and Gloria, Warren, Eric and Bruce Nakano awards.



# Happy Birthday

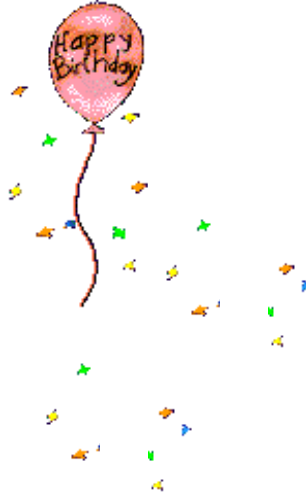
# FMA-PAC



Happy Birthday to all those born  
in December!

FMA-PAC is the political arm of our organization.  
FY04 contributions as of 1 November 2003:

12/2	Vincent Chong, Jr.
12/3	George Nakashima
12/8	Edwin Pimentel Jr.
12/8	Ronald Takashima
12/9	Jose Vargas-Lebron
12/11	Clement Lopez, Jr.
12/11	Dennis Loveland
12/11	George Wilcox
12/12	Donald Yasutake
12/14	Gene Armacost
12/16	Calvin Endo
12/16	John Kasaoka
12/17	Alfred Willing
12/19	David Stock
12/20	Halldor Hintze
12/20	Peter Krape
12/22	John Priolo
12/24	Michael Geffen
12/24	Karl Katto
12/28	Barbara Paris
12/29	Kevin Correa



CONTRIBUTOR	TOTAL
Freeman Correa	\$50
John Priolo	\$35
Mike Pia	\$20
Frank Dietz	\$20
Keith Galang	\$2
W. Anonymous	\$2
<b>TOTAL</b>	<b>\$129</b>

## Big Al's Portuguese Bean Soup

2 lb. Portuguese sausage, cut into 1/4 inch pieces  
1 lb. ham hock  
1 onion diced  
2 quarts water  
2 carrots, diced  
3 potatoes, diced  
1 small cabbage, chopped  
1 can (8 oz.) tomato sauce  
2 cans (15 oz. can) red kidney beans, including liquid  
1/2 cup pre-cooked elbow macaroni (optional)  
4 bay leaves



### Annual Portuguese Sausage Christmas Charity Fundraiser

Thank you to all who participated in the 15 November Sausage Sale. If you'd like a great recipe for the sausages you bought, try Al Visitacion's (Code 300) Portuguese bean soup.

Add salt as needed to taste, (Note: Portuguese sausage has lots of salt)

Put sausage, ham hock, and onion into a large saucepot, and add water. Cover and cook on low heat for 1 hour. Remove meat from bone of ham hock and cut in pieces. Put meat back into soup, add carrots, potatoes and tomato sauce. Cover and continue cooking for 1½ hours stirring occasionally until carrots and potatoes are almost cooked. Stir beans including liquids and add elbow macaroni and cook a few more minutes, adding more water if necessary. (Serves 12)



# President's Message

**ZoNews**

*By John Priolo*



*By Eric Kimura*



On 27 March 1794, the Congress of the United States authorized construction of six large frigates to form the principal ships of a navy that could counter the attacks of the Barbary pirates on American ships. The act stipulated that the six frigates would be built in six different states. The shipyards building the frigates were either to be government owned or leased, and government-employed naval constructors and Naval officers would supervise construction. Because the United States could not match foreign navies (like Great Britain) in numbers, the design of the ships was that if they couldn't out gun an enemy frigate, they could out run it. In 1795, with a peace treaty with the Bey of Algeria imminent, construction stopped on three of the six frigates and three of the shipyards were paid off. In 1798, with American ships then being taken by French privateers, work was restarted in those paid off shipyards. The ships authorized by the Naval Act of 1794 played a key role in establishing a tradition of victory and excellence that this Navy is indebted to today. I tell this bit of history because it points out a few things that we still do today as well as point out some valuable lessons that people should keep in mind today.

First, the Naval Act of 1794 was probably one of the earliest examples of congressional pork, i.e., sharing the work over a number of states. We still follow that pattern today.

Second, when the war or danger is over, people are quick to try to downsize the Navy. Our downsizing in 1995 wasn't the first and it probably won't be the last. Downsizing isn't always a good idea. As history showed, within a few years an unexpected opponent arose that again required a Navy.

Third, in 1794 Congress decided the construction of the nation's most important fighting ships should be under the supervision of professional naval officers and government naval constructors at government shipyards. Congress desired that key capability be under government control.

It was a dangerous world in the 1790s for the United States, but the nation survived and prospered in part because of the wise decisions of Congress. Those that are advocating giving away the current public shipyard depot capability to private shipyards would be wise to consider the insight of that early Congress. Congress sometimes gets it right, even today.

Thanks to the hard work of Chapter 307 President Diana Smith and her spouse Bruce Reed the annual Joint Zone 6/7/8 Meeting details have been established as follows:

**Date:** Saturday, 17 January 2004

**Location:** Holiday Inn, Fisherman's Warf, San Francisco. Call 1-800-942-7348 for reservations by 15 December 2003. Discounted rate of \$110/night, single/double, is available for 16-18 January. Ask for the FMA Zone Meeting Rate.

**Registration:** \$75 prior to 15 December 2003 (late registration is \$90). Send your check payable to Bruce Reed, 1253 Hale Street, Vallejo, CA 94591. This covers the cost of lunch and the meeting room.

**Additional Information:** Zone 6 will be joining Zones 7 and 8 who have been meeting for several years. Time will be allotted for separate Zone Meetings. The main order of business will be to discuss Issue Briefs that will be used during our Day on the Hill in March. Each Chapter representative will be given an opportunity to present a verbal report on his or her activities. There will be ample opportunity to network and find out what other Chapters are doing. Our National President and either our Executive Director or Governmental Affairs Representative will participate. Contact [FMAChapter307@earthlink.net](mailto:FMAChapter307@earthlink.net) for additional information

## Leftovers

A suddenly popular quote attributed to Aristotle, "We are what we repeatedly do. Excellence, then, is not an act but a habit" is being used by speakers from football coaches to law enforcement officials. Allow me to use my favorite sport, baseball, to provide an example. The California Angels won the 2002 World Series in a significant upset. Their plan was to hang around, work deep into every count, wear out the starting pitcher and beat up the middle relief. With the watering down of talent even the best teams, while possessing strong starting pitching and an outstanding closer, have a weakness in middle relief (the guy who comes in around the fifth or sixth inning and is expected to hold the opposition until the closer is reached in the eighth or ninth). Not exactly a complex strategy but one they executed to perfection. As they moved through the playoffs and the Series they built momentum, actions became habits, resulting in a self-reinforcing cycle of achievement. Once they caught up in game six of the series, even loyal Giant fans knew they would win.

## **Next General Meeting**

**Date:** Thursday, 20 November 2003

**Time:** Doors open at 1530 hours

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

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



*Happy Thanksgiving*

## **FEDERAL MANAGERS ASSOCIATION**

**Chapter 19**

**P.O. Box 1685**

**Pearl City, HI 96782**

*Address correction requested*

## **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)