



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 1-04

NEWSLETTER

JANUARY 2004

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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>

New Chapter 19 Board



New Board Members (top row l to r) President Wayne Wilcox, Corresponding Secretary Ed Lum, 2nd Vice President Clem Lopez, Sgt-At-Arms Kimo McClellan, Director Owen Okumura, Director Mike Pia, Director John Priolo, (bottom row) 1st Vice President Dan Yamane, Recording Secretary Eric Kimura, Treasurer Nolan Chang

"Didn't realize that we had done so much!" was the most common reaction to the four tables full of pictures of past activities displayed at the Installation Banquet held on 10 January 2004 at Haleiwa Joe's at Haiku Gardens. The display documented the work and community activities of the members of Chapter 19 over the past two years.

The banquet luncheon was well attended and distinguished guests included FMA National President Michael Styles and his wife Edie, Shipyard Commander Captain John Edwards and Production Resources Officer Captain Stephanie Douglas.

Chapter Director Michael Pia gave the opening invocation and Zone President John Priolo, opened the luncheon with a few words about the importance of FMA as an advocacy group for programs vital to the National Defense and to all Federal workers. Following the delicious luncheon, the new 2004-2005 Chapter 19 Executive Board was formally installed by Captain John Edwards.

In the speeches that followed, outgoing Chapter President Eric Kimura spoke about what was accomplished by simply setting our minds to do something and working together. Eric thanked the membership Captain Edwards for their help during his term, and pledged his support for the new Chapter President Wayne Wilcox. Wayne outlined focus areas for Chapter 19 in the coming year. Captain Edwards expressed his appreciation for the help FMA has provided Pearl Harbor Naval Shipyard & IMF.

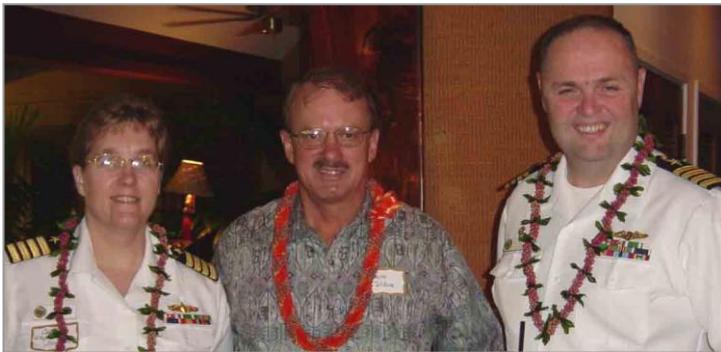
(continued on page 2)



(left) Barbara Paris

Captain Edwards also thanked the Chapter for their efforts such as the Adopt-A-Highway and the sausage sale that helped the Shipyard present a positive image. National President Michael Styles then spoke about the contributions of Chapter 19. He then inducted new member Carolyn Denney into FMA. Recent retiree Cal Endo was honored with a plaque. Pamela Dittrick was presented with the Best Newsletter Award in FMA.

Other notes: Barbara Angelo, Bridgit Bales, and Ed Lum did superb jobs in organizing the banquet. Gordon Sam again did a great job as Master of Ceremonies. Wayne Wilcox and his father Edward Wilcox (1971-1972) are the first father and son to serve as Chapter 19 Presidents.



(l to r) Captain Stephanie Douglas, Wayne Wilcox, Captain John Edwards



(l to r) Barbara Angelo and Bridgit Bales



QUOTABLES



"The time is always right to do what is right."

"We may have all come on different ships, but we're in the same boat now."

"I have a dream..."



Federal Managers Association

Washington Report

PRESIDENT AUTHORIZES 2.0 PERCENT PAY RAISE

On December 30, 2003, President **Bush** issued an executive order authorizing a 2.0 percent average pay raise for Federal civilian employees this year. The pay raise will take effect in the first pay period of 2004 and includes a 1.5 percent across-the-board raise for civilian white-collar Federal employees and a 0.5 percent increase in locality-based pay. The order was necessary because the omnibus appropriations bill (**H.R. 2673**) – which contains the Federal civilian employee pay raise – has not been passed by Congress and signed into law. **H.R. 2673** includes a 4.1 percent pay raise for Federal civilian employees this year and would maintain the traditional parity between the pay raises for military and civilian personnel. If **H.R. 2673** is signed into law with the 4.1 percent pay raise, Federal employees will receive the 2.1 percent difference retroactively. President **Bush's** executive order can be seen at:

<http://www.whitehouse.gov/news/releases/2003/12/20031230-9.html>

DHS TO PHASE IN NEW PERSONNEL SYSTEM

In a memo to Department of Homeland Security (DHS) employees, Undersecretary for Management Janet Hale indicated that the department's new personnel system will not be fully implemented until late 2005.

DRAFT BRAC CRITERIA RELEASED

The Department of Defense has released the draft criteria that will be used to select installations for consideration in the upcoming 2005 round of Base Realignment and Closures (BRAC). The draft criteria were released on December 23, 2003 and open for public comment until January 28, 2004. The final criteria must be released by February 16, 2004 and could be subject to congressional disapproval until March 15, 2004.

OPM REVIEWS HEALTH SAVINGS ACCOUNTS

Under the recently enacted Medicare reform legislation (H.R. 1), Congress and the Internal Revenue Service created a new type of tax-advantaged account – health savings accounts (HSA). HSA funds can earn interest and can be carried over from year to year.

OPM UPDATES OVERTIME PAY FACT SHEET

OPM has updated its overtime pay fact sheet to reflect the overtime pay cap increase enacted this past November.

As pursued aggressively by FMA, section 1121 of the National Defense Authorization Act for Fiscal Year 2004 (Public Law 108-136) amended the overtime pay cap provisions that apply to Federal employees covered by 5 U.S.C. 5542(a)(2). The new overtime pay cap became effective on November 24, 2003.

Under the amended 5 U.S.C. 5542(a)(2), for employees with rates of basic pay greater than the basic pay for GS-10, step 1, the overtime hourly rate is the greater of:

- (1) The hourly rate of basic pay for GS-10, step 1, multiplied by 1.5; or
- (2) The employee's hourly rate of basic pay.

The entire fact sheet can be viewed at: <http://www.opm.gov/oca/pay/HTML/FACTOT.asp>

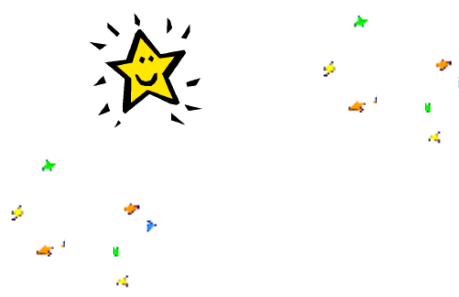
The above are article titles and excerpts from the Washington Report. The Federal Managers Association publishes the Washington Report biweekly. This informative report provides the latest information on issues affecting the federal workforce/government. Michael B. Styles, Editor; Didier Trinh, Kristin Royster, Staff Writers

For the full articles visit <http://www.fedmanagers.org/warp.htm>

Happy Birthday

To all those born in February!

2/2 Charles Ho
2/3 Hazel Sutherland
2/4 Walter Wallace
2/6 Michael Antone
2/6 Robert Paris
2/6 Walter Hiu Jr
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
2/20 Michael Payne
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 Veronica Caalim
2/26 Pamela Dittrick
2/26 Lyrita Gochenouer
2/26 Melvin Ibale
2/29 Judy Yockman



FMA-PAC

FMA-PAC is the political arm of our organization.
FY04 contributions as of 1 January 2004:

CONTRIBUTOR	TOTAL
Frank Dietz	\$60
Mike Pia	\$60
John Priolo	\$55
Freeman Correa	\$50
Eddie Han	\$42
Gary Cummings	\$20
Keith Galang	\$6
W. Anonymous	\$6
Kimo McClellan	\$5
TOTAL	\$304



FMA/FEEA 2004/2005 Scholarship

FMA/FEEA 2004/2005 Scholarship Application forms are now available on the FMA Web Site. Go to www.fedmanagers.org then access What's New then Now Available 2004-05 FMA-FEEA Scholarship Application. Applicants must be at least a college freshman by the fall 2004 semester. The completed application package must be postmarked by 26 March 2004.

The Scholarship program is funded by the donations of FMA members at the National Convention and Mid Year Conference. Zone 7 and Chapter 19 have had several winners over the years.

If you'd like 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 80123-9501

FMA/FEEA 2004-05 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, 2004. No additional consideration is given for service beyond the minimum requirement.
- 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 2004 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 2003 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.

APPLICATION AND NOTIFICATION PROCEDURES

- ✓ All applicants must submit a complete application package postmarked no later than **March 26, 2004**.
- ✓ **It is the applicant's responsibility to ensure the application package is complete and on time.** This includes transcripts sent directly by a school. FEEA does not notify applicants when items are missing. Applications with items missing after the deadline has passed are considered incomplete. **Incomplete or late applications will not be considered or acknowledged.**
- ✓ An acknowledgement receipt will be sent to eligible applicants who submit a complete application by the deadline. Processing and mailing of receipt letters may take 8-12 weeks after the deadline, due to the volume of applications received. Applicants desiring earlier confirmation of delivery should use a mailing service that provides delivery confirmation.
- ✓ **Applicants will be notified of their final status by September 30, 2004.** Please be aware that our committees make every effort to deliberate and provide final results prior to the start of the school year, however, unavoidable delays do sometimes occur.

MAILING INFORMATION

- ☒ Place all of the required 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**

- ☒ Applicants desiring immediate confirmation of delivery should use a mailing service that provides delivery confirmation.
- ☒ **Make sure your application package is postmarked no later than March 26, 2004.**

PLEASE CHECK THE BOXES TO ENSURE YOUR APPLICATION PACKAGE IS COMPLETE:

- This 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: "Many Americans get information about public policy and politicians from the media. Does the media have enough, too much or too little influence on people's opinions. Explain."
- Written Recommendation/Character Reference:** Please submit a written recommendation/character reference from a supervisor, coworker, community leader, teacher or counselor. **Must be submitted with application package.**
- Transcript:** The transcript must show a CGPA of 3.0 or higher.
High School Seniors: Submit full high school career transcript that includes fall 2003 grades.
College Freshmen: Submit a transcript that verifies at least a 3.0 for the fall 2003 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 2003 grades.
 Check here if your transcript is being mailed directly by the school. Transcripts must be postmarked by the application deadline of March 26, 2004. **It is the responsibility of the student to ensure separately mailed transcripts arrive on time. An official transcript is not required;** photocopies of transcripts are acceptable.
- List and Briefly Describe Awards, Extracurricular 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. Include relevant dates and average time spent at activity.
- Copy of ACT, SAT or Other Examination Scores:** This is required for applicants who are high school seniors; optional for all other applicants.
- Copy of Most Recent Standard Form 50 "Notice of Personnel Action."** Form must be **no older than January 2002.** **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.

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 26, 2004.**
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 #: _____
E-mail Address: _____

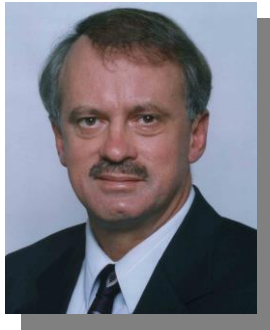
Federal Employee's Name: _____
Relationship to Applicant: Father Mother Spouse Self Other (specify) _____
Federal Employee's Work Tel. #: _____ Length of Federal Employment: _____
FMA Member # or Chapter #: _____ (This information MUST be completed by FMA applicants)
Federal Agency Name: _____ Duty Station: _____
Federal Employee's E-mail Address: _____

Applicant's Unweighted Cumulative Grade Point Average (CGPA): _____ (must be 3.0 or higher on 4.0 scale)
College/University (attending or planning to attend): _____
Class Status as of Fall term 2004 (must be at least a college freshman by fall term 2004):
 Freshman Sophomore Junior Senior Graduate Student

President's Message

ZoNews

By John Priolo



By Wayne Wilcox



Since I will be involved in the Joint Zone Conference at the time this Newsletter Article is due I thought that I would take the easy way out and repeat an article I wrote for the April 1995 Chapter 19 Newsletter when I was the Membership Chair. By the way I am no longer in the position; however, the message is still appropriate.

I had the pleasure of addressing the attendees at the 2004 installation banquet and will summarize my message for those who could not attend.

The foundation of Chapter 19 sits upon four great pillars: excellence in government service; career development of members; community service; and a strong legislative voice. We have discussed strategies and crafted a vision for 2004 built upon these four pillars.

For excellence in government service, Chapter 19 will promote recognition of exceptional performance, fully support management programs that improve shipyard efficiency and capitalize on emerging technologies, increase our membership roles by 20 percent, and provide more opportunities to network and share ideas with colleagues.

Our members value career development programs. We will seek additional venues for training middle managers and continue to advocate and champion executive development programs. Chapter 19 will continue to support the popular lunchtime "legacy of leadership" series.

Our Chapter 19 photo archives give testament to our commitment to community service. We will continue the highway cleanups, Christmas fundraisers, Special Olympics support, and employee recreational events. We will add other activities, recognizing that community service projects provide an excellent opportunity for our members to develop and hone future leadership skills.

Last year's membership survey sent a strong message to the executive board. We will expend significant energy this year to develop and maintain proper representation and a strong legislative presence. Our members desire a voice in matters such as defense rightsizing, Navy transformation, and new personnel programs. We want to offer solutions and will seek active roles in the management of change. We are committed to network with local and national leaders in the pursuit of our legislative agendas and expansion of political influence.

I look forward to a great year, and truly believe that this board will do an outstanding job of serving our membership.

"One of the responsibilities of my job is to review photographs taken within the Shipyard to determine whether or not they may be publicly released.

Recently, I was given a set of four snapshots, all of the same subject. I was to use my expertise gained from over 30 years in the business, countless hours of training, and intimate knowledge of requirements to discern whether or not the Shipyard Log could safely publish a photograph of ... a bird. You need to understand that the only background visible in the photo was either grass or a roadway. You also need to understand that both Shipyard Security and the Public Affairs Office had reviewed the photographs prior to submittal for my review. I am sure that you will sleep better at night knowing that I performed my duty and that my decision would help keep the Shipyard safe, secure, and viable for another day.

Somewhere there is a lesson in this. It is all right to question requirements if they no longer appear to be relevant. Otherwise, instead of doing productive work, improving the Shipyard, and servicing the customers, you may spend your hours looking at the equivalent of pictures of birds. The Shipyard is predominantly a labor-intensive organization. If your labor is product/mission supportive, then it benefits the Shipyard. If not, then you are adding to the Shipyard's overhead cost of doing business resulting in an increased manday rate. Since the customer pays us in dollars, not mandays, he can only provide us less work, perhaps even going elsewhere to have his jobs accomplished.

What can I do about it -- I only work here. If a requirement seems overly cumbersome and non-value additive, question it via your chain of command. Now is the time to husband our resources and reduce our costs in a very competitive, cost driven market. Or suffer the inevitable consequences."

Next General Meeting

Date: Thursday, 29 January 2004

Time: Doors open at 1530 hours

Place: Ho'aloaha Room, Shipyard Cafeteria

Cost: Food and refreshments are available for \$3



Happy New Year!

**FEDERAL MANAGERS ASSOCIATION
Chapter 19
P.O. Box 1685
Pearl City, HI 96782**

Address correction requested

BOARD MEMBERS

Wayne Wilcox	President	473-8000 x3372
Dan Yamane	1 st VP	473-8000 x9464
Clem Lopez	2 nd VP	473-8000 x9250
Nolan Chang	Treasurer	473-9433
Eric Kimura	Recording Sec	473-8000 x2883
Edmund Lum	Corresp Sec	473-8000 x3057
Kimo McClellan	Sgt-at-Arms	473-8000 x3779
Owen Okumura	Director	577-0808 pager
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)