



FEDERAL MANAGERS ASSOCIATION

Chapter 19

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NEWSLETTER

MARCH 2004

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Reminders:

- ❖ The 2004 Mid-Year Conference will be held in Hawaii in August at the Sheraton Hotel
- ❖ Chapter 19 Scholarship due date is 31 August 2004
- ❖ 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>

"People, Processes, Equipment"



Production Resources Officer, Captain Stephanie Douglas and Chapter 19 President Wayne Wilcox

The guest speaker at the February 2004 Chapter 19 general meeting was Captain Stephanie Douglas, the Production Resources Officer (Code 900). Captain Douglas has been a member of the Engineering Duty community for 22 years and has served in various capacities at the Charleston, Norfolk, and Portsmouth Naval Shipyards. Her assignments included Ship Superintendent, SURFLANT Type Commander, and BAIM Implementation Manager. Captain Douglas is excited and thankful to be able to return to waterfront work at Pearl Harbor.

Captain Douglas spoke about her vision for the Production Resources Department. Since her Department is such a large part of Pearl Harbor Naval Shipyard & IMF, it is difficult to separate her vision for Code 900 from that of the Shipyard. She envisions a safe, efficient, productive, and cost-effective organization. She wants to see PHNSY & IMF as a lead Shipyard and she wants to be able to provide the right resource at the right time with the right process. The three pillars for executing Captain Douglas' vision are People, Processes, and Equipment.

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Captain Douglas notes that Pearl Harbor has great people who are extremely knowledgeable. People should be an equal partner in driving the performance of PHNSY & IMF. Individuals need to work both as a part of the projects and also as a part of the shop. There needs to be a disciplined approach in training our people including training supervisors and managers. Currently PHNSY & IMF has a large percentage (approximately 25%) of inexperienced people. However, a unique advantage is that that we can pass our people through an entire ship's cycle with an SRA or FMB more quickly than through a DMP or ERO as at other yards. This leverages our ability to accelerate our workers' experience levels.

Captain Douglas believes in process improvement. There needs to be an across the board look at improving our processes. This includes using ideas and best practices from other shipyards.

For equipment, there should be a comprehensive approach including a long-term modernization plan in obtaining equipment that matches the capabilities of PHNSY & IMF. This involves paying attention to details and obtaining the money to pay for investments.

All of these efforts - the decisions made, equipment bought, and processes defined - should focus on and help the deckplate mechanics.

Captain Douglas also discussed some of the challenges to PHNSY & IMF and what can be done to address them. The high workload situation cannot be controlled locally as it is driven by the Navy's need. However, everyone can contribute to better ways of dealing with it. The NAVSEA Transformation plan will introduce many changes. The key is that we can implement changes in a measured manner. NAVSEA never envisioned throwing out everything to implement the transformation. The opportunity lies in using what works. Captain Douglas emphasized the good news on Pearl's recently improved performance that Admiral Clemm talked about during the Shipyard Commander Change Of Command Ceremony. This gives us the opportunity to continue to improve with the spotlight away from PHNSY & IMF.

In closing, Captain Douglas discussed her passion concerning safety in the workforce, because people make the organization and they are the ones that provide the ships that the country relies on.



Captain Stephanie Douglas and Kurt Doehnert from NAVSEA 04

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.



Federal Managers Association

Washington Report

SENATE PASSES FISCAL 2005 BUDGET RESOLUTION

The Senate approved its fiscal 2005 budget resolution (S.Con.Res. 95) last week on a 51-45 vote largely along party lines. **FMA** National President **Michael B. Styles** wrote letters to include language in the budget resolution supporting parity in pay increases for Federal civilian and military personnel in 2005. "With 60 percent of Federal managers eligible for retirement by 2006, we must continue the tradition of keeping civilian and military pay raises equal in order to recruit and retain the 'best and brightest' for our managerial corps and beyond," **Styles** wrote. House leaders have decided to delay their budget debate until next week while the House Budget Committee expects to vote on the House Budget Resolution later this week.

DFAS TO BEGIN PROCESSING 2004 RETROACTIVE PAY RAISE

The Defense Finance and Accounting Service (DFAS) announced that it will begin processing the retroactive pay increase for General Schedule employees. President Bush issued an executive order March 3, which officially implemented the 4.1 percent average pay raise for civilian employees in 2004 that was passed by Congress on Jan. 23 as part of the FY04 Omnibus Appropriations Bill. The President had authorized his recommended 2.0 percent average pay raise for Federal civilians at the end of 2003. 2004 pay tables and related information can be found at: <http://www.opm.gov/oca/04tables/index.asp>

CONGRESSIONAL DELEGATION TELLS DOD TO START OVER...

Seven senior Democratic lawmakers recently urged the Department of Defense (DOD) to abandon its current proposal for the Department's National Security Personnel System because it fails to meeting congressional objectives. According to DOD's plan, most civilian employees would still be allowed to join unions, but an alternative system would be established for employees to contract with a union for temporary representation. However, certain DOD employees – including accountants, intelligence personnel, and attorneys – would be restricted from joining unions. Defense managers would also be able to waive collective bargaining during national security emergencies and for personnel changes that they determine to be insignificant.

NEW REPORT SHOWS FEDS DO WELL IN COMPETITIONS...

Federal employees tend to win public-private competitions, according to a new report (GAO-04-367) released by the General Accounting Office. In a Government Executive analysis of the data gathered by GAO, in-house teams held on to 84 percent of full-time positions put up for competition with the private sector at the Defense Department and five major civilian agencies in fiscal 2003. In fiscal 2002, in-house teams kept three-quarters of jobs placed up for bids at the six departments. These figures exclude Federal jobs lost to the private sector through direct conversions. After factoring in direct conversions, in-house teams retained 76 percent of jobs considered for outsourcing at the six departments in fiscal 2003, and 69 percent in fiscal 2002. GAO collected the fiscal 2002 and 2003 statistics at the Departments of Defense, Agriculture, Education, Health and Human Services, Interior, Treasury, and Veterans Affairs. These seven departments account for approximately 84 percent of Federal jobs classified as "commercial" – and therefore susceptible to competition – in 2002 inventories. Federal employees performed particularly well in the streamlined competitions researched by GAO. Agencies can use streamlined procedures to speed up competitions in which fewer than 65 jobs are at stake.

OMB ISSUES BEST PRACTICES FOR COMPETITIVE SOURCING

OMB has collaborated with the Federal Acquisition Council (FAC) to publish a list of best practices – included in an update to the Manager's Guide to Competitive Sourcing – to help agency officials manage their competitive-sourcing efforts in the most strategic and results-oriented manner possible. "The Best Practices Guide will help managers and employees learn from other agencies' Competitive Sourcing experiences, and will help us utilize competitive sourcing practices in a most reasoned and responsible manner, to produce the best results for the taxpayer," said OMB Deputy Director for Management Clay Johnson, III in a press release.

TSP OFFICIALS SEEK TO END OPEN SEASONS

Thrift Savings Plan (TSP) officials recently testified before Congress that "open seasons" are outdated and asked lawmakers to end the enrollment and contribution adjustment windows. Open seasons "are no longer useful in a daily-valued plan environment," said Federal Retirement Thrift Investment Board Chairman Andrew Saul. He said the seasons also delay agencies from matching contributions for new TSP members. The Employee Thrift Advisory Council, a coalition of Federal employee organizations of which FMA National President Michael B. Styles serves as Vice Chair, supported the proposal. "If we can eliminate barriers that restrict both Federal employee participation in the TSP and the program's growth and expansion, we ought to do so." said Styles.

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 April!

4/1	Bridgit Bales
4/2	Francis McCarthy
4/2	Ramon Ramos
4/3	Lance Horiuchi
4/3	Layne Luke
4/3	Darren Nagasako
4/4	Quentin Peralto
4/4	Daniel Yamane
4/6	Margaret Adessa
4/10	Conrad Sakamoto
4/11	Robert Hew-Len Sr.
4/12	Ella Dalton
4/12	Carolyn Denney
4/12	Terry Lum
4/12	Christopher Storaasli
4/12	Alfredo Visitacion
4/15	Albert Ingalls
4/15	Dennis Tingey
4/16	Alan Lee
4/16	Elmer Miura
4/17	George Taitt
4/19	Stephen Andrews
4/19	Alan Koide
4/24	James Bohner
4/24	George Flores
4/26	Frederick Bailey Jr.
4/27	Stephen Chu
4/27	Dwight Pang
4/29	Burton Lucas



FMA-PAC

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

CONTRIBUTOR	TOTAL
John Priolo	\$230
Freeman Correa	\$200
Eric Kimura	\$152
Nolan Chang	\$150
Tony Dilullo (Chap 187)	\$150
Bill Gould	\$150
Shelley Kaya	\$150
Dan Yamane	\$150
Wayne Wilcox	\$150
Mike Pia	\$110
Frank Dietz	\$70
Eddie Han	\$42
Gary Cummings	\$20
Keith Galang	\$11
W. Anonymous	\$11
Kimo McClellan	\$9
TOTAL	\$1,755

TIME BANK

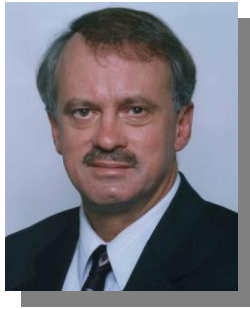
Each election cycle Chapter 19 establishes a Time Bank by which members pledge to donate hours to work in the campaigns candidates for the US House and Senate. If you wish to participate notify any Chapter 19 Board member.

Name	Hrs Pledged	Hrs Worked
Bridgit Bales	20	6
Nolan Chang	20	10
Freeman Correa	30	11
Tony Dilullo (Chap. 187)	30	6
Mike Fitzgerald (Chap. 187)	10	-
Bill Gould	30	6
James McClellan	20	-
Shelley Kaya	10	6
Eric Kimura	30	-
Clem Lopez	25	-
Ed Lum	25	-
Owen Okumura	35	-
Mike Pia	40	-
John Priolo	100	19
Bob Sonoda	20	6
Wayne Wilcox	75	6
Dan Yamane	40	6
TOTAL	560	82

President's Message

ZoNews

By John Priolo



By Wayne Wilcox



Next weekend a delegation from Chapter 19 will travel to Washington, D.C. to attend the FMA National Convention. We see this year's convention as pivotal with many issues to address.

For convention business, we anticipate resolutions that have the potential to affect the national structure of FMA, the potential elimination of mid-year conventions, national dues adjustments, and the potential establishment of term limits for national officers. We will meet with representatives of our sister chapters from Norfolk, Portsmouth, and Puget, Kings Bay, and Bangor to discuss issues of mutual concern. Last year's discussions opened doors and were quite effective. Additionally, elections will be held for the offices of national president and national secretary. Your delegation will represent the interests of Chapter 19 and provide a complete report.

On Wednesday, March 24th Chapter 19 delegates will visit Capitol Hill and call upon the Hawaii Congressional Offices. We will discuss locality pay legislation, future workload, support for MILCONs, and our concerns with regards to implementation of the National Security Personnel System.

I look forward to a busy convention with many issues that require the close scrutiny of our delegates. Plan for a long April General Membership Meeting where we will update everyone on what has transpired.

You never miss the water till the well has run dry.

~ Irish Proverb

National Convention Information

I will be visiting my son and his wife in Sterling, Virginia and a daughter and her husband and two grandchildren in Long Beach, California following the National Convention. News of the Day on the Hill, the Zone Meeting and National Convention will be provided in the April issue of the Chapter 19 Newsletter. Attempts to contact me via e-mail will likely bounce until I clear out my mailbox upon my return after 6 April 2004.

Chapter Newsletters/Zone Dues etc.

I am pleased to see that several Zone 7 Chapters are beginning to issue their own Newsletters. Please share them with the other Zone 7 Chapters as we can all learn from each other. Individual Chapters are doing wonderful things at their locations and the more we share the stronger we will be. A problem or issue at one Chapter may have been resolved at another. So please continue to let me know, as well as the other Zone 7 Chapters, whenever you need some help. I am also pleased at how prompt you are in paying your Zone 7 dues (as well as National dues). This really helps us continue to operate in a professional manner and provide you the support you deserve. It is a real honor to work with and for you.

Federal Managers Practicum

I am very pleased to announce that Glenn Okinaga, from Chapter 19, has agreed to serve as the liaison for the Federal Managers Practicum. The first course, *Program Management Concepts*, will be held 23-25 August 2004, in conjunction with the Mid-Year Conference. The cost for FMA members will be \$495. Classes will be held at the Human Resources Service Center, Pacific, Training Center in Waipahu, Hawaii. The schedule and location have been established to allow you to attend Course 1 and then participate in the Mid-Year Conference. Additional information is available from Management Concepts at www.managementconcepts.com/fmp phone 703-790-9595, or you can contact me after 6 April 2004. A detailed explanation of the Practicum may be found at the FMA Web Site at www.fedmanagers.org. Please consider taking advantage of the opportunity to begin your journey to better prepare yourself for a federal leadership role.

Next General Meeting

Date: Thursday, 29 April 2004
(Convention -- no meeting in March)

Time: Doors open at 1530 hours

Place: Ho'aloaha Room, Shipyard Cafeteria

Cost: Food and refreshments are available for \$3



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)

FEDERAL MANAGERS ASSOCIATION

Chapter 19

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Address correction requested