



# FEDERAL MANAGERS ASSOCIATION

## Chapter 19

VOL 4-04

NEWSLETTER

APRIL 2004

### In this issue:

*A Day on the Hill*  
*Washington Report*  
*Zone 7 Minutes*  
*Shipyards Conf Report*  
*Resolutions/Bylaws*  
*2004 Convention Awards*  
*and Winners*  
*May Birthdays*  
*PAC Report*  
*Time Bank*  
*President's Message*  
*ZoNews*  
*Next General Meeting*  
*Board Members*  
*Newsletter Contact*

### Reminders:

- ❖ *The 2004 Mid-Year Conference will be held in Hawaii in 25-28 August at the Sheraton Hotel*
- ❖ *Chapter 19 Scholarship due date is 31 August 2004 –transcripts needed*
- ❖ *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>

## A Day On The Hill

*By John Priolo*



*(l to r) Ch. 19 1<sup>st</sup> Vice President Dan Yamane, Ch. 187 President Tony Dilullo, Zone 7 President John Priolo, Representative Neil Abercrombie, Ch. 187 Incoming President, Mike Fitzgerald, Ch. 19 President Wayne Wilcox, Ch. 19 2<sup>nd</sup> Vice President Clem Lopez, Ch. 19 Director Mike Pia*

On a comfortable spring morning, Wednesday, 21 March 2004, members of Chapter 19 and 187 went into Washington, D.C. for our annual visit to our Congressional delegation. In February, preliminary versions of the issues we wished to discuss were sent to our members of Congress. An updated version followed in early March. During our visit we took the final version, which included local issues as well as FMA National Issue Briefs. Our advance preparations were rewarded as each Congress member was familiar with our concerns and made sure that the proper staff was in the room with us.

We were fortunate to spend an hour each with Representative Abercrombie, Representative Case, Senator Inouye, Senator Akaka, and their principal staffers at their D.C. offices. While it is highly unusual for FMA Chapters to meet with the actual member it is even more unusual to spend an hour with each one.

(continued on page 2)

We also participated in the FMA Congressional Reception in the Rayburn Foyer. The past three years I have been responsible for setting up this event and it has grown to a point where a large number of Congressional staff attended so that we are able to hook them up with the FMA National Office Legislative Director. Two staffers from Representative Ed Case's Office were able to attend.

Issues covered during our visits included Funding, Military Construction Projects, Home Porting, BRAC, Workforce Revitalization, Locality Pay, Future Submarine Workload, and the FMA Issue Briefs on Ensuring Efficient and Effective Government, Investing in Human Capital, and Strengthening Civil Service. Details will be provided at the April General Membership Meeting.

I believe we were extremely successful, which is a direct result of the relationships we have built over the years with our Congressional delegation and the manner in which we present our issues and ourselves.



## Zone 7 Minutes

*By Dan Yamane*

I'd like to open this article by thanking each and every one of you for allowing me to serve you as 1<sup>st</sup> Vice President of Chapter 19. This has been a very educational trip for me, representing the members of Chapter 19 at this year's FMA National Convention. There are eight zones within the FMA organization. Zone 7 consists of several FMA Chapters within Hawaii, California, Utah, Nevada and Colorado. One of our own past Presidents of Chapter 19, Mr. John Priolo, is currently the President of Zone 7. We are fortunate to be so well represented on the General Executive Board.

The Zone 7 Meeting began at 1000 hrs on 22 March 2004. Eight Chapters within Zone 7 were represented at the National Convention. Introductions were made and each Chapter was given an opportunity to discuss any major issues at their local chapters. This allowed members to share what is working for them, as well as what is not working at their respective locations. The Treasurer's Report was discussed and concluded that Zone 7's funds were adequate for the remainder of the year. The "Day on the Hill" including the Congressional Reception at the Rayburn Foyer was discussed and each member identified their schedule for the Congressional visits.

Wright & Co. gave a short presentation of their products and services. Wright & Co. is one of the National Sponsors for FMA. Then the 2004 Mid-Year Conference in Hawaii was discussed. It will be held at the Sheraton Waikiki from 25-28 August and will include a luau on the 26<sup>th</sup> and an evening outdoor reception on the 28<sup>th</sup>. Chapters 19 and 187 will host the Hospitality Room. Our very own Mr. Clem Lopez, is in charge of setting up our Hospitality Room and believe me from first hand knowledge, expect it to be a winner!

I look forward to seeing all of you at the Mid-Year Conference. Again, thank you for giving me the opportunity to serve. Mahalo!



# Shipyard Conference Report

*By John Priolo*

The four FMA Shipyard Chapters and the Kings Bay Chapter held their meeting in conjunction with the National Convention on Monday, 22 March 2004.

Election of Officers: Jim Mahlmann, (Norfolk) was elected as Conference President and Maggie Magruder (Norfolk) was elected as Conference secretary. Joe Freda (Portsmouth) will serve as Vice President, East and Steph Schmittler as Vice President, West.

A discussion was held on the need to assess each Conference Chapter so much per member as had been done in the past. Jim Mahlmann said that he would put together a proposal that will be sent to each of the participating Chapters.

Specifics of each Chapter's report will be discussed at the Chapter 19 General Membership meeting on 29 April 2004.

## Resolutions and Bylaws



A large number of Resolutions and Bylaws revisions were presented at the National Convention. What was significant was not only the changes that were approved, but also the ones that were not. Also of interest is how the issues raised were handled during the Convention and at the General Executive Board (GEB) meeting held immediately after.

Resolutions/Bylaws amendments which were not adopted included such diverse topics such as Term Limits for the National President, Reducing the Number of Zones, Organization Fundraising (the National President announced that he would appoint a committee to look into this), Limitations on Rebates, Cancellation of the Mid-Year, Modification of GEB Expenses and Fees, and Insourcing Editing of the FMA Magazine.

Recommendations of the Audit Committee were adopted as well as an amended Bylaws change to increase the Annual Dues by \$18 per year. Also a resolution to support elimination of GPO and WEP was approved as well as Re-evaluation of National Convention Expenses.

Resolutions and Bylaws revisions were discussed late into Sunday evening. Voting was held on all except those dealing with dues and the Mid-Year. On Thursday morning the remaining issues were handled.

During the subsequent GEB meeting the Administrative Manual was revised to limit GEB remuneration to \$150 per day for each weekday. Formerly they could request actual salary as well as \$150 per day for each weekend day. Also a decision was made to drop the Congressional Reception and instead ask the Conferences to sponsor Congressional Breakfasts.

My take on all of this is that it is a tribute to the interest in the health of the organization of those who took the time to ask the hard questions. Bravo Zulu to all.

# 2004 National Convention Awards and Winners

## National Election Results:

Michael Styles was reelected National President

Dick Oppedisano, Chapter 88, was elected National Secretary

## National Awards:

Most Outstanding Newsletter - Chapter 186

Most Outstanding Website - Chapter 191

Presidents Award (Most Outstanding Chapter) - Chapter 19

Odell Green Award (Most Outstanding Member of the GEB) - Sherie Lewis

Gil Guidry Award (Most Outstanding Chapter President) - Sherm Williams

Most New Members - Chapter 252

Membership Recruitment (Zone 7) - Rich Duarte Chapter 79

## Hawaiian Attire Contest (Chapters 19 & 187 were ineligible):

1st Place - Pete Decker, Chapter 252 - 2 round trip tickets to a neighbor island on Aloha Airlines

2nd Place Tie - one pound of Kona Coffee compliments of the Yamane Coffee Plantation

Dennis Haberstumpf, Chapter 128

Nancy Parker, Chapter 79

Maggie McGruder, Chapter 3

Richard Duarte, Chapter 79

## FEEA Raffle (Chapter 19 and 187 winners):

Clem Lopez - golf towel

Wayne Wilcox - Hawaii cookies and a FEEA watch

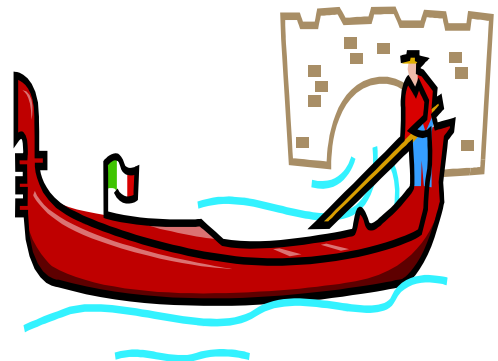
## PAC Raffle Grand Prizes:

\$100 - Marsha Williams, Chapter 21

\$200 - Ken Polk, Chapter 247

\$300 - Mike Pia, Chapter 19

\$500 (donated by the 4 Shipyards) and one week use of a Condo (donated by Ed Scully) - Ken Polk



Trip to Italy - Dan Yamane, Chapter 19

**PAC Raffle** (Chapter 19 and 187 winners):

Bill Gould - \$1 coin

Gene Armacost - \$1 coin

Clem Lopez - coffee

Wayne Wilcox - shell lei

Tony Dilullo - note pad

Nolan Chang - T Shirt



Federal Managers Association

# Washington Report

## House Shows Support For Pay Parity

In a rare floor vote, House Resolution 581 – a measure expressing the sense of the House that civilian and military personnel should receive that same increase in the annual rate of pay – overwhelmingly passed the House by a vote of 299-126. The Congressionally-mandated pay raise for the Federal workforce has historically been at parity. The President's Budget for fiscal year 2005 proposed a 1.5 percent pay raise for civilian personnel and 3.5 percent hike for military personnel.

## Senate Committee Hears FPI Issue

On April 6, 2004, the Senate Governmental Affairs Subcommittee on Financial Management, the Budget, and International Security held a hearing on S. 346, a bill to remove the mandatory-sourcing procurement policy requiring Federal agencies to purchase all available products from the Federal Prison Industries. FMA will submit a statement for the record this week urging passage of S. 346.

## House Committee Approves Benefits Study

H.R. 3751 was approved by the full Government Reform Committee on April 1, 2004. The measure directs OPM to provide a comprehensive study on the available benefits of Dental, Vision and Auditory health care, and would work toward improving the quality of life for Federal employees and their families.

## Will Next "Open Season" Be The Last?

The Federal employee Thrift Savings Plan "open season" starts April 15th and runs through June 30th. Andrew Saul, Chairman of the Federal Retirement Thrift Investment Board, said that this could be the last "open season." With the full implementation of a new record-keeping system that allows for daily updates, Saul said, "they [open seasons] restrict the opportunity for employees to make contribution elections and delay eligibility for agency automatic and matching contributions for newly hired employees."

## Meet The Latest Federal And State Mandates

Federal agencies are constantly being required to meet both new and old performance mandates set forth by the Government Performance and Results Act (GPRA), the President's Management Agenda (PMA), and are also facing the Program Assessment Rating Tool (PART). Not only are state governments cloning these ideas and requirements, but states are adapting, changing and upgrading in order to make their governments more results-oriented.

## Break Down Management Barriers

Performance management in government must be viewed and implemented using an integrated approach in order to be truly successful. The barriers and management 'silos' that have for too long separated the management functions of finance, acquisition, human resources, policy, planning, budget and technology must be broken down and their approaches coordinated. Government Performance Summit West will examine how to best bring those functions together into a cohesive, strategic approach to agency management. In addition, sessions will provide "how-to" advice from the front lines of designing and implementing management reform initiatives. For a full agenda, visit: <http://www.performanceweb.org/west04/index.html>

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 May!

5/1	Randy King
5/2	George Barbosa
5/2	Rolly Casison
5/3	James Tagalog
5/4	Roy Sugikawa
5/7	Frank Peterson
5/9	Milton Nasu
5/9	Wayne Wilcox
5/10	Jack Martinez
5/11	Terry Chambers
5/12	Erwin Ford
5/14	Raymond Jablonski
5/15	Michael Hahn
5/15	Brian Yim
5/17	Gilbert Ching
5/19	Michael Kawachi
5/21	Anthony Say
5/25	Thomas Lum
5/25	Richard Rodrigues
5/26	Ronald Chun
5/26	Thomas Hardy
5/26	David Morris
5/26	Michael Pia
5/27	Ronald Ayonon
5/27	Amado Viernes
5/30	Jose Vallejo



# FMA-PAC

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

CONTRIBUTOR	TOTAL
Wayne Wilcox	\$375
Dan Yamane	\$275
John Priolo	\$265
Freeman Correa	\$200
Eric Kimura	\$152
Mike Pia	\$155
Shelley Kaya	\$150
Nolan Chang	\$150
Tony Dilullo (Chap. 187)	\$150
Bill Gould	\$150
Clem Lopez	\$75
Frank Dietz	\$70
Gene Armacost	\$50
Eddie Han	\$42
Gary Cummings	\$20
W. Anonymous	\$13
Keith Galang	\$13
Kimo McClellan	\$9
<b>TOTAL</b>	<b>\$2,302</b>

## 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 U.S. 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	18
Mike Fitzgerald (Chap. 187)	10	12
Bill Gould	30	6
James McClellan	20	0
Shelley Kaya	10	6
Eric Kimura	30	0
Clem Lopez	25	12
Ed Lum	25	0
Owen Okumura	35	0
Mike Pia	40	12
John Priolo	100	31
Bob Sonoda	20	6
Wayne Wilcox	75	18
Dan Yamane	40	18
<b>TOTAL</b>	<b>560</b>	<b>166</b>

### 2001 FMA Chapter 19 Scholarship Program

Completed applications (attached) and transcripts must be postmarked by 31 August 2004.

- Graduating high school students will receive the same amount.
- Current college students will receive an amount based upon their cumulative GPA converted to a 4.0 scale.
- The Chapter 19 Scholarship Committee will determine the amount of each award.
- Only completed applications and transcripts that meet the application requirements and are submitted/postmarked by the due date will be eligible.



**2004**  
**FMA CHAPTER 19 SCHOLARSHIP APPLICATION**  
**For School Year 2004 to 2005**



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:

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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

<b>Name of Grant</b>	<b>Amount of Grant</b>
_____	_____
_____	_____
_____	_____

## 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 \_\_\_\_\_

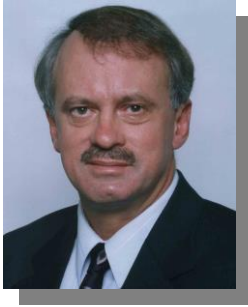
## MAILING ADDRESS

FEDERAL MANAGERS' ASSOCIATION  
CHAPTER 19  
ATTN: SCHOLARSHIP COMMITTEE  
P O BOX 1685  
PEARL CITY HI 96782

# President's Message

## ZoNews

By John Priolo



By Wayne Wilcox



### Succession Planning

Shipyard managers received a wakeup call on March 26<sup>th</sup> when a 106 retirement SIPs were approved on very short notice. Checkout processing commenced immediately and most of the retirees were off the PHNSY & IMF rolls within a week. 3,500 cumulative years of experience walked out the gate and the impact is just beginning to be realized. If the retiree's respective shops and codes have succession plans in place the impact should be minimal, if not, the next few months will prove to be a painful experience for all.

FMA has predicted the effects of the "human capital crisis" for many years. We are now at the tip of the spear and it is time for succession planning to deploy. Post cold war downsizing has created a demographic where we find that the shipyard workforce is made up predominantly of two very diverse groups. We have a youthful "entry level" cluster and "seasoned" retirement age cluster. The challenge is for the seasoned cluster to train, mentor, and guide the development of the entry-level cluster so that retirement can occur with minimal disruption. This practice is called succession planning, it involves all of us, and if you have not started it's time. I ask each of you to consider the question, "Whom have I developed to take my place and become a future leader?" The sustained existence of our organization is at risk and we must act now. Formal programs exist to assist with succession planning efforts. If you have any questions about succession planning contact me or visit the Code 1145 website at <https://phintranet/C1145/commandeducati/new%20website/index.asp>

### Leadership Development Opportunities

Chapter 19 takes pride in providing the leadership and oversight for the successful operation of many community activities such as the Shipyard Picnic, Fishing Tournament, Golf Tournament, and various fundraisers. We are seeking volunteers to chair the Picnic and Fishing Tournament this year. This as an excellent opportunity to develop and hone leadership skills in a controlled and supportive environment. Anyone desiring to chair one of these events can contact me at 473-9148 for more information.

### Wise Words from Rep. Danny Davis (D-IL)

Rep. Danny Davis spoke at the National Convention about his concerns with the new personnel systems. The key points he made are summarized below; comments in italics are mine:

"Public service is not just another job." -- *He stressed the importance of the "service" side of what we do.*

"When we got ready to protect our chickens we did not put the fox in the barnyard." -- *This comment was made with respect to proposals to take away an independent review.*

"If you don't have liberty, you have nothing to protect."-- *As traditional freedoms are limited in response to terrorism these fundamental questions need to be asked.*

"Elections actualize direction. As the people demonstrate a mood then the Congress will act." -- *A clear explanation of why advocacy is so important.*

### Zone Meeting

Thanks to Dan Yamane for taking the minutes of the Zone meeting, which will be distributed separately.

### FEEA and PAC Raffles

Elsewhere in this Newsletter you will see a listing of winners of prizes from the FEEA and PAC Raffles. Except for the major prizes I only included the names of those from Chapters 19 and 187 because of the large number of winners. Various Chapters and Conferences donate most prizes. Those who won one are those who donated to FEEA and/or PAC either at the Convention or by payroll deduction. In other words you can't win if you don't play. The amount raised by PAC was almost \$13,000, with a net of over \$9,000. This represents a significant increase over the past few years. Congratulations to those who are getting the message as to how important support a strong PAC is in getting our message out. The one single issue that is most important to our membership is advocacy. This has been borne out in several independent polls conducted in the past couple of years. PAC opens the door and gives us a better opportunity to be heard. Several members of the GEB are using deductions from their FMA salary to support PAC.

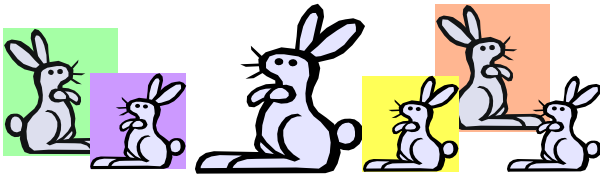
## Next General Meeting

**Date:** Thursday, 29 April 2004

**Time:** Doors open at 1530 hours

**Place:** Bldg 2, Room 106

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



## BOARD MEMBERS

Wayne Wilcox	President	473-8000 x3372
Dan Yamane	1 <sup>st</sup> VP	473-8000 x9464
Clem Lopez	2 <sup>nd</sup> 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*