



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 6-04

NEWSLETTER

JUNE 2004

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Reminders:

- ❖ *The 2004 Mid-Year Conference will be held in Hawaii in August at the Sheraton Hotel. For more info, see pages 5 and 6 of this newsletter*
- ❖ *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 at <http://fmachapter19.org>*

USS CHICAGO Project



*CHICAGO Project Team and 1st VP Dan Yamane
(L-R) Herb Farm, Dan Yamane, LCDR Markowicz, Joe You,
2nd row, Vernon Young, Clem Lopez, and Kimo McClellan*

USS CHICAGO Project Needs Your Help Now!

Speaking before the General Membership, USS CHICAGO Project Superintendent, LCDR John Markowicz spoke of the need for the whole organization to pull together to get CHICAGO completed. Other members of the Project team, many of them FMA members and Chapter Officers also spoke of the challenges that they have overcome and where help is needed.

CHICAGO is not your typical 24,000 manday SRA. During initial hull and tank inspection, it was discovered that significant tank preservation work was required. This additional work and others forced CHICAGO from an already high 32,000 mandays up to 45,000 mandays of work. If the contractor AIT work is added in, the total work is over 61,000 mandays of work. One of the audience members noted that the size of the package is equivalent to an Inactivation availability.

Despite the enormous increase in the work package, the CHICAGO Project Team is still trying to maintain the original schedule of undocking in June.

(continued on page 2)

The team has aggressively beaten down obstacles and is working through newly identified obstacles. The additional tank work, for example has almost been completed. The newly identified obstacles include Torpedo Room muzzle door work, Hull repair work and Shafting work.

CHICAGO Project Team members listed specific areas where help was needed and requested that everyone pull together and help undock CHICAGO. CHICAGO Project believed that they had "an opportunity to accomplish the improbable, but achievable."

In closing, LCDR Markowicz showed a picture of USS YORKTOWN in Dry Dock #1 just before the Battle of Midway. YORKTOWN was badly damaged during the Battle of Coral Sea and the repairs were estimated to take as long as three months. But Admiral Nimitz said YORKTOWN needed to be able to fight within three days. After a magnificent effort by Shipyarders, YORKTOWN sailed out in 72 hours and made a difference at Midway. The CHICAGO Project Superintendent believes that we can put the same kind of effort to get CHICAGO back to sea.



DUES INCREASE APPROVED: EFFECTIVE JULY 2004

By Ed Lum

The chapter's membership voted at the 27 May 2004 general meeting to increase the dues for Chapter 19 members by \$1.00 per pay period (\$0.50 per pay period for retiree members) effective July 2004. The resolution also directed the Executive Board to take due diligence to increase member benefits. This dues increase has been discussed by separate articles in the last two newsletters (April and May) and is needed to offset the increase in National dues. The collection of the increased dues will be handled as follows:

- 1) For those members on payroll deduction, the \$1.00 per pay period dues increase (from \$5.00 to \$6.00) will take effect on the July 2nd paycheck automatically. The increase may be delayed one pay period to the July 16th paycheck if DFAS is not able to process the increase in time.
- 2) For those members that are paying with a PHFCU monthly allotment, the dues increase will be from \$10.84 to \$13.00 per month (for retiree members from \$5.42 to \$6.50 per month). The Credit Union requires that a new allotment form be submitted. A new allotment form is included with this newsletter (see following page). Members paying by PHFCU monthly allotment are requested to fill out and sign the form and submit them to any executive board member by 30 June 2004. A letter is also being mailed out with the PHFCU allotment form to request that those members submit a new allotment form for the increased dues.

For those members paying by cash, a letter is being sent by mail to collect the dues increase.

AUTOMATIC BILL PAYMENT APPLICATION FOR DUES

NAME

HOME ADDRESS (Street and Number)

CITY/STATE/ZIP CODE (including 4 digits)

BUSINESS NO.

HOME NO.

Request automatic bill payment the 10th of each month from my Pearl Harbor Federal Credit Union

Account No.: _____ [] Checking [] Savings

Effective Date: _____

- [] Active Member: \$ 13 per month
- [] Associate Member: \$ 13 per month
- [] Retiree Member: \$ 6.50 per month

PAY TO: Federal Managers Association, Chapter 19, P.O. Box 1685, Pearl City, HI 96782-8685. I understand I may revoke this deduction by notifying FMA Chapter 19 in writing. I also understand if there are insufficient funds in my account, I will be charged a fee by Pearl Harbor Federal Credit Union.

SIGNATURE OF MEMBER

DATE

AUTOMATIC BILL PAYMENT APPLICATION FOR FMA PAC

NAME

HOME ADDRESS (Street and Number)

CITY/STATE/ZIP CODE (including 4 digits)

BUSINESS NO.

HOME NO.

Request automatic bill payment the 10th of each month from my Pearl Harbor Federal Credit Union

Account No.: _____ [] Checking [] Savings

Effective Date: _____

- [] \$ 1 per month
- [] \$ 5 per month
- [] \$ 10 per month
- [] \$ _____ per month

PAY TO: FMA PAC, c/o FMA, Chapter 19, P.O. Box 1685, Pearl City, HI 96782-8685. I understand I may revoke this deduction by notifying FMA Chapter 19 in writing. I also understand if there are insufficient funds in my account, I will be charged a fee by Pearl Harbor Federal Credit Union.

SIGNATURE OF APPLICANT

DATE

FMA Chapter 19 Executive Board Notes

The following is a summary of significant FMA Executive Board actions for the first half of 2004:

- Contingency Fund Caps for Death Benefits and Legal Assistance. IAW the bylaws, the previous year's annual cap of \$50,000 dollars maximum total outlay from the contingency fund per year, with 3,000 dollars per single regular member death benefit and \$1,500 dollars per single retired member benefit was continued for 2004. A cap of \$3,000 dollars for each case of legal assistance was also continued. (1/27/04)
- Endorsements for candidates for office. The Board approved letters of endorsements for designated candidates for Congressional office. (1/27/04)
- Continuance of membership for a disabled member. Board approved maintaining membership of a member whose disability claims are under review and is receiving no pay until such time as the case is adjudicated. (2/24/04)
- Waiver of Dues for Members on Active Duty. The Board approved waiving of dues for members called up for extended activity duty as part of the Global War on Terrorism. (4/27/04)
- Recommendation for dues increase. The Board endorsed a dues increase proposal to be presented to the membership at the May General Membership Meeting. (5/25/04)



On Saturday and Sunday, the 29th and 30th of May, Shipyarders supported the aquatics competition of the Special Olympics at UH pool. In addition to also being part of the volunteers, FMA Chapter 19 donations helped to defray the cost of the T-shirts for the volunteers.



Federal Managers Association

Washington Report

FREE SERVICE LINE SOON TO BE AVAILABLE FOR TSP PARTICIPANTS AND BENEFICIARIES

The Federal Retirement Thrift Investment Board (FRTIB) recently announced that as of July 1, 2004 Thrift Savings Plan (TSP) participants and beneficiaries will be offered a toll-free telephone service. The "ThriftLine" service will be offered 24 hours a day, 7 days a week. The new phone number for U.S., Canada, Puerto Rico and the Virgin Islands 1-TSP-YOU-FRST (1-877-968-3778) will launch on July 1, 2004 along with the TDD number for the hearing impaired 1-TSP-THRIFT5 (1-877-847-4385). International participants and members should continue to use the line 1-504-255-8777.

FEDERAL WORKFORCE 2.7 MILLION DEDICATED, STRONG

In May, the Office of Personnel Management (OPM) released a report indicating that the Federal government began 2004 with slightly more than 2.7 million civilian employees. That number includes the executive, legislative and judicial branches of the government including postal service employees. This number represents relative stability from 2003, where only 34,473 jobs were lost – 26,000 of which came from the USPS.

FMA National President Michael B. Styles commented on the steady numbers saying, "Federal employees have seen their numbers significantly reduced over the past 15 years, and they are consistently expected to do more with less. The stability in the number of Federal employees working for America represents a trend in the right direction of stability in the programs and services that we provide for the American people."

SENATE PASSES SERIES OF AMENDMENTS THAT ADDRESS COMPETITIVE SOURCING

The Senate passed a series of amendments last week to the Department of Defense Authorization bill for Fiscal Year 2005 that address government contracting oversight and competitive sourcing rights. Senators Ron Wyden (D-OR) and Byron Dorgan (D-ND) offered an amendment that was agreed to that would require all Defense contracts to be overseen by Pentagon employees.

Senator Wyden commented in a press release, "Oversight should be performed by the government and not private contractors, particularly those with apparent conflicts of interest. The outsourcing of oversight on Iraq reconstruction is a costly, unsound practice that never should have been permitted in the first place and it's time to close the door on it now. This amendment can save American taxpayers untold additional dollars by placing accountability for Iraq reconstruction squarely with the Department of Defense."

FMA 13th MID-YEAR CONFERENCE: HONOLULU, HI

The Federal Managers Association will sponsor its 13th Annual Mid-Year Conference and Training Seminar, August 25 through August 29, 2004 at the Sheraton Waikiki Beach Resort in Honolulu, Hawaii.

The fee for conference registrations received before July 25 is \$270. After July 25, the fee will be \$300 with an additional \$50 late fee if received after August 10. Register now by contacting the Federal Managers Association National Office at (703) 683-8700 or e-mail info@fedmanagers.org.

Also, be sure to attend the pre-conference Federal Managers Practicum course August 23-25. Discover the goals, roles, and responsibilities of the program manager and program personnel by participating in FMA's official development program. FMA members can save 10% on Program Management Concepts, and if you are not a member, you will receive free FMA membership for one year by attending. Training will be held in the Human Resources Service Center of the Pacific Training Center in Waipahu, HI. For more information contact Management Concepts at fmp@managementconcepts.com or (703) 270-4061.

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, Thomas Richards, Staff Writers

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

FMA 13th Annual Mid-Year Conference

Treat your family to a bargain and support Chapter 19 at the same time.

The FMA 13th Annual Mid-Year Conference will be at the Sheraton Waikiki 25 – 29 August 2004. Details may be found by going to the FMA Web Site at www.fedmanagers.org.

You can get a room at the Sheraton Waikiki for any days between 23–31 August for \$112/night by calling 1-800-782-9488 and asking for Group ID #22749

Chapter 19 and 187 are sponsoring three events:

Hale Koa Luau

Thursday, 26 August 2004

5:30 - 9:00 p.m.

\$33.50 per adult, \$20.95 per child (ages 4-11)

Outdoor Reception featuring the Step Ta*culars

Lawn between the Sheraton Waikiki and the Royal Hawaiian

Saturday, 28 August 2004

6:00 - 9:00 p.m.

\$30.00 per adult, \$15.00 per child

Golf Outing

Sunday, 29 August 2004

Contact John Priolo if interested

If attending the luau and/or outdoor reception, please make payment out to Barbara Angelo. Give the payment to any Board Member or mail to FMA Chapter 19, P.O. Box 1685, Pearl City, HI 96782.

Volunteers are needed. Contact Randy King if interested. Two days time allowed will be requested.

Happy Birthday

To all those born in July!

7/1 Milton Gibo
 7/2 Michael Cadoy
 7/2 Herbert Fajardo
 7/4 William Centeio
 7/5 Dean Reghi
 7/6 Joseph Mendonsa
 7/6 William Sheely Jr.
 7/9 Dennis Fong
 7/9 Keith Galang
 7/10 Francis Wilson
 7/12 George Pagatpatan Jr.
 7/13 Wayson Vannatta Jr.
 7/15 Henry Zapata
 7/16 Peter Kwok
 7/17 James Nishimura
 7/18 Connie Holladay
 7/18 Elwin Santiago
 7/19 James Naong Jr.
 7/19 Rusty Silva
 7/20 Mark Bonds
 7/24 Ross Morikawa
 7/25 George Boyer Jr.
 7/26 Eric Matsumoto
 7/28 Brigit Esteves
 7/28 Mauro Madrid Jr.
 7/29 Ronald New
 7/30 Rodney Hironaka
 7/30 Henry Keanini Jr.
 7/30 Michael Murphy
 7/31 Walter Miyasato
 7/31 Vernon Sam



FMA-PAC

FMA-PAC is the political arm of our organization. FY04 contributions as of 1 June 2004 (*donations since National Convention):

CONTRIBUTOR	*AMOUNT	FY TOTAL
Wayne Wilcox	\$200	\$575
John Priolo	\$270	\$535
Eric Kimura	\$200	\$352
Nolan Chang	\$200	\$350
Dan Yamane	\$0	\$275
Ron Obrey	\$200	\$200
Owen Okumura	\$200	\$200
Freeman Correa	\$0	\$200
Mike Pia	\$40	\$195
Bill Gould	\$0	\$150
Shelley Kaya	\$0	\$150
Tony Dilullo (Chap 187)	\$0	\$150
John Kasaoka	\$140	\$140
Clem Lopez	\$0	\$75
Frank Dietz	\$0	\$70
Gene Armacost	\$0	\$50
Mike Chun	\$42	\$42
Eddie Han	\$0	\$42
Gary Cummings	\$0	\$20
W. Anonymous	\$4	\$17
Keith Galang	\$4	\$17
Kimo McClellan	\$0	\$9
TOTAL	\$1,500	\$3,814

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.

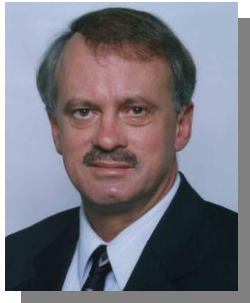
NAME	HRS PLEDGED	HRS WORKED
Bridgit Bales	20	6
Nolan Chang	20	11
Freeman Correa	30	11
Tony Dilullo (Chap. 187)	30	18
Mike Fitzgerald (Chap. 187)	10	12
Bill Gould	30	6
James McClellan	20	0
Shelley Kaya	10	6
Eric Kimura	30	0
Clem Lopez	25	12
Ed Lum	25	0
Ron Obrey	30	1
Owen Okumura	35	1
Mike Pia	40	12
John Priolo	100	33
Bob Sonoda	20	6
Wayne Wilcox	75	19
Dan Yamane	40	18
TOTAL	590	172



President's Message

ZoNews

By John Priolo



By Wayne Wilcox



I make great effort to stay tuned in to the pulse of our Shipyard, the needs of the corporation, and the realities of life in 2004. As I witness the increasing pressure to produce more with less, one underlying theme continues to present itself. We must take a hard look to determine whether the organizational model we are using is still valid.

I was part of the Project Management initiative that rocked the boat and changed Pearl Harbor forever during the 1990's. I have seen the organizational pendulum swing far to one extreme as evidenced by how Project Management was implemented on the USS Chicago DMP. There were many benefits however it was not perfect. Subsequently, we did an about face and migrated to a hybrid structure that is more closely aligned to a stovepipe model. We cannot sit still and satisfied as there is always better way.

I believe the time may be upon us where we have to reinvent ourselves to address the new challenges. The Command Leadership Council will hold a Strategic Planning offsite in late June and the subject of reinvention will be addressed. Eric Kimura and I will represent FMA at the offsite. If you have ideas or comments on reinvention please contact us.

"I cannot say whether things will get better if we change; what I can say is they must change if they are to get better."

~G.C. Lichtenberg

Management Fads - One of my favorite Dilbert cartoons pictures Dogbert, as a consultant, telling the pointy haired boss that "You've got to implement a Six Sigma program or else you're doomed." The pointy haired boss replies, "Aren't you the same consultant who sold us the worthless TQM program a few years ago?" Dogbert then says "I assure you that this program has a totally, totally different name" to which the point haired boss responds, "When can we start?"

I am certain that many if not all of you have seen a plethora of management programs over the years to which you may have adopted a "flavor of the month" or "this too shall pass" approach. From Statistical Process Control, to Seven Habits, to High Performance Organizations, etc., we have searched to find a work world in which all problems are easily solved, our customers are delighted, and we all get along.

What Do They So Often Fail - The founder of the program I have been involved in for over 30 years, the late Admiral Hyman Rickover, often said that for any program to be successful required "courageous persistence." When a new initiative is announced without sufficient time and effort to drive it into the culture results will be disappointing.

What Works - Do any of these management programs work? Do any result in improved productivity? As explained by Steven Kelman in an article in *Government Executive* some do and those that do produce profound economic and social benefits which were more effective in government organizations than in for-profit and nonprofit organizations. Use of performance measures to improve results, such as "management by objectives" and "balanced score cards" is particularly successful in government in getting the focus on results. Goal setting and training was also found to be effective along with work redesign and appraisal/feedback systems. What was found not to work was "pay for performance" systems, which only work in special circumstances and for only certain methods of application. The rush in government to implement such systems in DoD, DHS and government wide requires care and deliberation to avoid negative results.

Next General Meeting

Date: Thursday, 24 June 2004

Time: Doors open at 1530 hours

Place: Shipyard Cafeteria Ho'aloa Room

Cost: Food and refreshments are available for \$3



BOARD MEMBERS

Wayne Wilcox	President	473-8000 x9148
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