



# FMA Chapter 3 News Norfolk Naval Shipyard

February 2020

The Monthly Meeting: Held Feb <sup>12th</sup> speaker  
Captain James “Jip” Mossman, C-300

## *NNSY America's Shipyard*



Newsletter Editor Past President Andy Anderson

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Managers'  
Association Web site  
[www.fedmanagers.org](http://www.fedmanagers.org)

## *From the President*

Captain James “Jip” Mossman, C-300, was our guest speaker at the Chapter 3 monthly meeting on February 12<sup>th</sup>. The Captain briefed us on the success we have had recently on emergent work, CVN-69 and CVN-75. He told us that we are doing amazing things at NNSY.

He also briefed us on the Individual Development Plan (IDP) and how each of us can sit down with our Supervisors and develop a plan for our future path within NNSY.

We welcomed four new members into our Chapter 3 family and they are;

Denise Dillard	C990
Rhonda Fennell	C990
Justin Vaught	C105.3
Gary Alexander	C300

When you see them congratulate them on becoming the newest members to the oldest, largest and most influential managers association in the federal government.

Our guest speaker for the March 11 meeting will be Trent Andrews from (GPIS), who is one of the many Federal Managers Association National Partners. Trent will give a presentation on Financial Planning that will benefit all members whether you are getting ready to retire or you are just starting out in Federal Service. Trent will also set up individual appointments on financial assessments and retirement planning that is free to all FMA members.

We are currently in the second month of our annual membership drive. Any member who recruits a member between now and July 1<sup>st</sup> will receive \$10 for each new member that joins chapter 3. The checks for the membership drive will be handed out at the August 12 Crab Feast at Scotts Center.

We are currently accepting applications for the FMA Chapter 3 Scholarships. Each year we award five-\$500 scholarships for college or trade schools for dependants of Chapter 3 members. See any Executive Board Member for more details.

We are still selling the Chapter 3 FMA jackets if you are interested. The chapter pays the first \$20 and then each member pays \$30. An order form is available in this newsletter. Thank you for all you do for our service men and women, NNSY, Chapter 3 and all Federal Employees.

Craig

Craig Carter  
Chapter 3 President  
FMA National Vice President

## *A Note from MAGGIE:*

### **Pay & Benefits:**

OPM Is proposing pay and bargaining changes in 2021 Budget.

The Office of Personnel Management last week proposed legislation to change how most federal workers receive pay increases, as well as a measure to make it easier to implement policies to crack down on labor groups.

The pay proposal, published last week in OPM's [fiscal 2021 budget justification](#), appears aimed at slowing the pace at which most federal employees receive performance-based raises and redirecting that funding toward rewarding workers with what the government considers to be critical skills.

Under OPM's plan, federal workers would have to wait an additional year before receiving a within-grade pay increase under the General Schedule and prevailing rate pay scales. In practice, that means employees would wait two years to progress to steps 2 through 4 within their pay grade, three years to progress to steps 5 through 7, and four years for steps 8 through 10. It also would strip workers of the right to appeal an agency decision that their performance does not warrant a step increase.

Additionally, the plan would require that employees be rated as "fully successful" in their performance reviews to advance to the steps 8 through 10 within their pay grade, rather than the current requirement that their performance merely be rated as "acceptable." And if an agency places an employee on a performance improvement plan, the waiting period for a step increase would be delayed by the length of the improvement plan.

OPM proposed that, in addition to these changes, Congress increase the amount agencies can offer employees through the Critical Position Pay authority up to the salary of the vice president, which last year was \$246,900, and increase the number of people who can receive critical pay from 800 to 2,000.

The agency also suggested the establishment of a new Critical Skills Incentive, which would mean the OPM director could allow agencies to pay up to 25% more in basic pay to employees who possess “high-demand or shortage skills that serve a critical need.” Under this program, OPM would publish a list of skills that qualify for the program on an annual basis.

Under OPM’s plan, the caps on cash awards requiring the agency’s approval would increase from \$10,000 to \$25,000, and the cap on cash awards requiring the president’s agreement would increase from \$25,000 to \$50,000. These caps would continue to increase annually based on the increase in the Consumer Price Index.

In addition to the proposed pay changes, OPM asked Congress to get rid of the provision of federal sector labor law that requires agencies to wait to implement governmentwide rules if they conflict with an existing union contract. In the budget justification, OPM described this provision as an “anomaly” that “undermines the purpose of a uniform civil service.”

“Governmentwide regulations are promulgated to achieve governmentwide uniformity in interpreting and implementing the underlying statute,” OPM wrote. “Permitting agencies and unions to preempt the comprehensive scope of these regulations by agreement during the life of their contract wittingly or unwittingly creates incongruences among agencies and often within agencies for a number of years.”

The proposal comes as agencies across the federal government have worked at a variety of speeds to implement provisions of President Trump’s controversial workforce executive orders aimed at making it easier to fire federal employees and crack down on federal employee unions. Although a federal appeals court last year ruled against a legal challenge on jurisdictional grounds—finding that unions must first seek redress through the Federal Labor Relations Authority—agencies

now must wait until it is time to renegotiate their contracts with labor groups to fully implement the orders.

In a statement Tuesday, National Treasury Employees Union National President Tony Reardon vowed to oppose the proposals.

“Within-grade increases are based on performance and delaying them—without any rationale or justification—is simply one more indiscriminate attack on those who chose a career of public service,” he said. “Indeed, delaying the within-grade increases ends up punishing those employees who are most successful and further limits their pay at a time when the gap between the salaries of federal employees and private-sector employees remains large. The proposal to allow governmentwide regulations to supersede existing contracts is a flat-out assault on the collective bargaining rights of federal employees. Allowing an administration to simply trample—and violate—legally binding contracts with its own workforce is a chilling escalation of this administration’s disdain for workers.”

GovExec:2/19/20

*Maggie is the present Retiree Rep.*

*(Maggie was Past Financial Secretary and also the Angel in Shop Personnel that was a God send to any of us working in resources at that time.)*

## *A Note from Steve*

### **Remembering where you grew up**

By Steve Milner



Independence Hall Philadelphia

You've heard it before: everyone has a personal story, including where you spent your childhood years. But as a youth there's a good chance you didn't appreciate your surroundings: whether it was in a large city or a small town.

There were many times I didn't, even though I lived in South Philadelphia, about 17 blocks from Independence Hall, in addition to a wealth of other nearby historical Colonial sites. I used to think of these places as background scenery as I passed them routinely on a city bus, or on an occasional school tour. It wasn't until I was an adult that I visited many of these places several times, and learned a lot more about our nation's early years.

Think back to your childhood and put your hometown into historical perspective—even if you didn't think about it when you were younger. Ask yourself, "What role did my hometown play in my life, and how did it affect the growth of our country?" Some of you might think you grew up in a dull, uneventful area. But go beyond that idea and zero in on something that made your area noteworthy, even if you never thought about it that way before.



Liberty Bell Philadelphia

Just as people have personal stories to tell so, too, do cities and towns, regardless of their size. And with your memories, conversations with family members, and a little on-line research, you might be amazed at what you overlooked. I know military families move around a great deal and don't consider temporary duty stations as home. But each place where they lived has its special history.

Before I worked at Norfolk Naval Shipyard, I knew very little about places south of the James River, having first lived in Newport News, and now in York County. I still have a lot to learn. Most of my experiences on the Southside still revolve around the City of Portsmouth, mainly because that's where NNSY is located. So, when I started to write stories for our Federal Managers' Association newsletters a few years ago, I looked at Portsmouth differently—and especially after I retired from our shipyard.

I used to basically drive from Point A to Point B, from home to NNSY and back, without thinking much about the in-between places. In fact, I've barely scratched the surface seeing new places on the Peninsula, let alone throughout Hampton Roads. But you don't have to wait until retirement to explore our historically rich and interesting Virginia area. When time permits, learn something new about your original hometown and where you're living now, if they're different places. You might be surprised about what you find.

Steve Milner Past PAO NNSY.

## *A Note from Jim*

### Leadership is Visionary<sup>1</sup>

There's a reason many of the most successful businesses in America – Apple, Amazon and others – had a visionary leader behind them, propelling them to achieve their goals at the highest level. A vision pushes people not just to do more, but to do more than they think they are capable of. Yet, even though everyone does a lot of talking about importance of vision, it's not easy to fully grasp just what it is.



Discussing vision with CEO's of big companies, serial entrepreneurs, creators of unique software and others, every single person viewed vision differently. However, there are some similar properties of a strong vision that remain constant.

**Vision reflects the highest purpose of leadership.** A leader's vision should include actual benefits for those affected by the vision. If a vision is not formed around people and their needs, then it is not a vision but a personal ambition.

**Vision doesn't lead to dead ends.** A vision is always scalable and should show multiple potentials for expansion. To be able to scale the vision, one must maintain an appropriate cognitive distance for it. Stand too close and you see the details but lose the whole picture. Stand too far away and you lose the important details from which the vision is created.

**Vision reveals a path to success.** During pursuit of the vision watch for the signs and clues that will help lead to success. Those signs are always around in different forms – words of encouragement, expressions of real need from strangers and answers to critical question coming from unexpected perspectives. Pay attention to signs of opportunity.

**Vision should be easy to understand.** Vision involves elegant thinking about complicated things. Great vision is genuinely easy to understand. The simpler the vision is in its core meaning, the easier it can be shared with employees, customers and partners.

Vision generates excitement. A person with a vision isn't nonchalant about it. Strong vision is always accompanied by excitement.

*Together we will grow "one by one"*

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<sup>1</sup> Reference from Olee Kononov. "Leaderology" OleeKononov.com



# Jacket Order Form

Name:

Phone Number:

E-mail:

Jacket Size (Circle one):

Women's

Small Medium Large X-Large XX-Large XXX-Large

Men's

Small Medium Large X-Large XX-Large XXX-Large

Jacket Color (Circle one):

Battleship Gray

Navy Blue

Customization (name to be embroidered on right side, see example below):

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Amount enclosed: \$

check/cash (Circle one)

*Jackets are \$50 (member pays **\$30**/chapter pays \$20)*



Submit payment and order form to Craig Carter  
Contact: (757)646-6076 or  
craig.carter@navy.mil



## Federal Manager's Association Chapter 3 Norfolk Naval Shipyard Calendar 2020



### 2020 Executive Board

**President** – Craig Carter ..... 646-6076  
 Craig.Carter@navy.mil ..... Fm3cra3@navy.mil ..... Cell 646-9513

**Vice President** – Joris Smith ..... 771-8573  
 Joris.Smith@navy.mil

**Treasurer** – Joy Wiggins ..... 689-3485  
 Joy.D.Wiggins@navy.mil

**Recording Secretary** – Desiree Marley .....  
 Desiree.Marley@navy.mil

**Financial Secretary** – Arisha Bellard .....  
 Arisha.Bellard@navy.mil

**Legislative Secretary** – Jessica Younger .....  
 Jessica.Younger@navy.mil

**Sgt. At Arms** – Ronnie Mathis ..... Home Office .....  
 Ronnie.Mathis@navy.mil ..... Cell 646-9513

**Trustee (2020)** – Forest Lilly ..... 438-3111  
 stormchaser\_6@yahoo.com

**Trustee (2021)** – Tashina Everette ..... 359-6272  
 Tashina.Everette@navy.mil ..... Cell 646-9595

**Trustee (2022)** – Curlee Williams ..... 615-2887  
 Curlee.Williams@navy.mil

**National President** – Renee Imarnee ..... 252-161-7434  
 Imarnee@gmail.com

**National Vice President** – Craig Carter ..... 646-6076  
 Craig.Carter@navy.mil ..... Fm3cra3@navy.mil ..... Cell 646-9513

**FMA National Office** ..... 703-683-8700  
 1641 Prince St. Alexandria, VA, 22314 ..... www.fma.org

**FMA NNSY Office** ..... 757-266-7133  
 Building 32

### Membership Coordinator

Danielle Larrew ..... 757-374-6703 ..... danielle.larrew@navy.mil

### Local Representatives

April Dotson ..... C-90 ..... 757-0655 ..... april.dotson@navy.mil  
 Margaret Magruder ..... Feb 2020 ..... 757-2334 ..... mb.magruder@verizon.net  
 Danielle Green ..... C-90 ..... 757-5818 ..... danielle.green@navy.mil  
 Michelle Loppin ..... C-300 ..... 757-5882 ..... michelle.loppin@navy.mil  
 Eshayha Banks ..... C-950 ..... 757-50740 ..... eshayha.banks@navy.mil

### 117th Congressional Representatives

**Senate:**  
 Mark Warner – (D-VA) ..... www.senate.gov/Warner  
 Tim Kaine – (D-VA) ..... www.senate.gov/Kaine  
 Rob Portman – (R-OH) ..... www.senate.gov/Portman  
 Richard Burr – (R-NC) ..... www.senate.gov/Burr

**House:**  
 1st Robert Wittman – (R-VA) ..... www.house.gov/Wittman  
 2nd Elaine Luria – (D-VA) ..... www.house.gov/Luria  
 3rd Robert Scott – (D-VA) ..... www.house.gov/Scott  
 4th Donald McEachin – (D-VA) ..... www.house.gov/mcEachin  
 1st D.K. Butterfield – (D-NC) ..... www.house.gov/Butterfield  
 3rd Greg Murphy – (R-NC) ..... www.house.gov/murphy

JANUARY							FEBRUARY							MARCH							APRIL									
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31	25 – Memorial Day						03 – Gov't Holiday 04 – Independence Day							30 31 12 – Annual Crab Feast																
SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER									
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27	28	29	30	07 – Labor Day			25	26	27	28	29	30	31	29	30	11 – Veteran's Day - Holiday 28 – Thanksgiving Day		27	28	29	30	31	25 – Christmas Day 26 – Christmas Party							

Regular Monthly Meetings     
  Paydays     
  Holidays     
 Saturdays, Sundays and (Non-Work)

AUTHORIZATION OF VOLUNTARY ALLOTMENT  
FOR PAYMENT OF EMPLOYEE ASSOCIATION DUES



## Federal Managers Association

### Membership Application

UPON COMPLETION, THIS FORM BECOMES SUBJECT TO PROVISIONS OF THE PRIVACY ACT  
**PLEASE PRINT CLEARLY**  
\*FOR PAYROLL DEDUCTION ONLY

Name of Employee	Badge No.	SSN
Home Address Including 9 Digit Zip Code (found on your driver's license)		
*Agency/Code/Department:		
Name of Employee Organization: Federal Managers Association Chapter 3 Norfolk Naval Shipyard P.O. Box 1232 Portsmouth, VA 23705		
I hereby authorize the above-named agency to deduct from my pay each pay period, \$7.00, the amount certified as the regular dues of the Federal Managers Association, Chapter 3, Norfolk Naval Shipyard and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted, which is certified by the above-named employee agency as a uniform change in its dues structure.		
Employee signature:	Date	Recruited By:
E Mail Address (work):	Personal Phone #: Work Phone#:	
E Mail Address (personal):		

- NEW CHAPTER MEMBER
- RETIRED MEMBER  
(Annual dues for the Retired Member shall be submitted with this application)
- ADDRESS CHANGE

SECRETARY'S SIGNATURE \_\_\_\_\_ (Artisha Ballard)

Return completed form to whoever invited you or mail to:  
 Federal Managers Association Ch. 3  
 P.O. Box 1232  
 Portsmouth, VA 23705