



FMA Chapter 3 News Norfolk Naval Shipyard

May/June/July 2020

The Monthly Meeting: None held at this time due to pandemic.

NNSY America's Shipyard



Newsletter Editor Past President Andy Anderson

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*Visit the Federal
Managers'
Association Web site
www.fedmanagers.org*

From the President

FMA Family,

I pray that you and your family are safe and healthy. Although we have not been able to hold any monthly meetings due to the Covid-19 pandemic the Chapter 3 Executive Board/Code Representatives are still working on your behalf and have had three teleconferences since the March meeting.

We have also had numerous teleconferences with our Congressional Representatives on the issue briefs that are posted on the FMA National Website (Fedmanagers.org) Although some restaurants have opened to half capacity, the Executive Board has made the decision not to have any monthly meetings in the last few months because we don't want to put anyone in an unsafe environment nor do we want any FMA members to have to be placed under a Restriction of Movement (ROM) because someone at the restaurant, whether it be a FMA member, restaurant staff or another patron tested positive for Covid-19.

Our National Staff continues to advocate for Federal employees by meeting with our congressional representatives in person, by teleconferences and by email.

We just sent a letter to the House Appropriations Committee endorsing their proposed legislation of pay parity with the military for feds to receive a 3% raise in January instead of the current administrations proposed 1% raise. We also sent a letter to all of our congressional representatives endorsing the proposed legislation by Congressional House Representative Jennifer Wexton from Northern Virginia that would allow Feds to carry over annual leave into the new year exceeding the maximum amount normally allotted.

Many federal workers continued to work when the health crisis hit us in early March and have not been able to use their annual leave because of work commitments. Many of us have not been able to plan a vacation because of the restrictions and closures from various areas and travel restrictions. We have earned our annual leave and the right to use it when we want to use it and we should be allowed to carry over any amount until the time comes when we want to use it for vacation or to finally get to travel to go see family.

Action letters on the above-mentioned legislation have been posted on the national website. Just click on the action letter you are interested in and add your name and address, hit send and it will automatically send the letter to both of your Senators as well as your House Representative. I have had many conversations with our Congressional Representatives as well as their staffers and they assure me that they read every letter and like to hear from Feds and our thoughts on issues and proposed legislation.

Our newest member is John Dorshimer- Code 300N. If you see John congratulate him on being the newest member of the largest, oldest and most influential managers association in the federal government. If you know anyone who has recently retired please remind them of the opportunity to become a lifetime member of Chapter 3.

We award five- \$500.00 scholarships each July to dependents of Chapter 3 members for college or trade schools. Our scholarship winners this year are:

Moneka Skeeter (Artisha Ballard)

Johnathan Jay Echols Jr. (Johnathan Echols)

Tory Brown (Tanya Brown)

Joshua Medlin (Tim Medlin)

Jacob Medlin (Tim Medlin)

Thank you for all you do for the men and women of our armed forces, the command here at NNSY, our communities and the citizens of the United States.

Craig Carter

Chapter 3 President

National President

Federal Managers Association

A Note from Maggie

When Can You Afford to Retire?

Questions to ask yourself if you're considering early retirement.

Would you like to retire at your minimum retirement age (55-57, depending on your year of birth) under the Federal Employees Retirement System? That decision will depend not just on your age, but whether or not you can afford to leave the working world behind.

The three parts of FERS retirement—an annuity (including a supplement for some of those who retire early), Social Security benefits, and personal investments in the Thrift Savings Plan—were designed to work together to provide the income needed in retirement.

How early you personally can comfortably retire requires asking yourself the following questions:

- How much income will you need to cover your expenses?
- Will you have enough income to last the rest of your life?
- Have you considered the tax implications of your financial decisions?
- Have you accounted for future inflation?
- Have you factored in unforeseen future events, such as the potential need for long term care and the volatility of your investments?
- Do you plan to continue to work after you retire from federal service?
- Can you afford to delay claiming Social Security retirement?
- Do you understand how much net income you'll get from your FERS retirement benefit after reductions and withholdings?
- If you are married, have you considered your income requirements while you and your spouse are both living, but also when one of you may become the survivor?
- Do you have others who depend on you for financial support?

Let's consider the case of Joe, a federal employee covered under FERS who has 35 years of federal service and is unmarried. His current salary is \$99,741 per year. After withholdings for retirement, taxes and insurance, his net income is \$2,062 biweekly, or about \$4,500 a month. Here's what his retirement would look like today at age 57:

- His FERS retirement benefit will provide 35% of his high-three average salary of \$94,506. That's \$33,077 a year, or \$2,756 per month. After withholdings for federal and state income tax and insurance benefits, Joe's benefit will provide him with a net monthly income of \$2,082 a month.

- He will be entitled to a FERS supplement that will provide about \$1,600 a month. After taxes, it will add about \$1,250 per month to his benefit, for a total of \$3,332. That's within \$1,168 of his current net income.
- Let's assume Joe has saved \$300,000 in his TSP account. If he begins to withdraw \$1,500 a month from his savings to produce enough income after taxes to meet his current needs, he will run out of savings before he turns 80—even if he earns a 3% average rate of return. Joe could use the TSP life expectancy calculator to lower the amount of these withdrawals. Or he could use the \$300,000 to purchase a life annuity from the TSP's annuity provider. But the annuity options would not produce \$1,500 a month in income.

Can Joe afford to retire at 57?

That depends on a number of factors:

- Are his living expenses going to go down once he is retired? He could downsize to a less expensive home, or move to a state without income tax.
- On the other hand, might his living expenses increase? Suppose he wants to travel, buy a boat, or provide financial support to family members.
- Has he accounted for the fact that his FERS retirement benefit will not receive a cost of living adjustment until he turns 62? As a result, he may need to withdraw more from his TSP than he currently needs.
- Does he plan to work after he retires? If so, that could delay the necessity to withdraw from his TSP and increase his future Social Security retirement, but he might lose the FERS supplement due to the earnings test.
- Will he need long-term care in the future?
- Does Joe have a former spouse? He may have to provide a portion of his retirement and survivor benefits to them.

As you can see, there are many considerations to take into account when planning for retirement. In this example, Joe may not be able to afford to retire at 57 unless he's willing to make some sacrifices in how much he can spend or be willing to continue to work after his federal retirement.

Remember, the earlier you begin to save for retirement, the less you will have to save overall due to the compounding of your investment over time. In addition, if you're covered under FERS and you save 5% of your biweekly salary, you'll receive 5% in automatic and matching agency contributions.

GOV.EXE 5/07/20

Maggie is the present Retiree Rep.

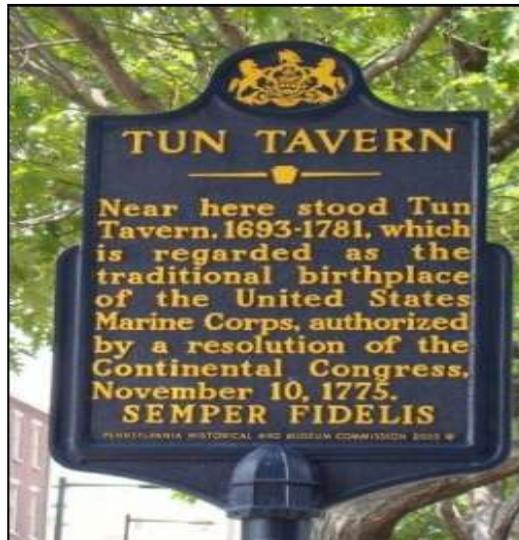
(Maggie was Past Financial Secretary and also the Angel in Shop Personnel that was a God send to any of us working in resources at that time.)

A Note from Steve

NNSY had its own U.S. Marine Corps Tun Tavern

In addition to a U.S. Marine Corps security contingent guarding its facilities in the last century, Norfolk Naval Shipyard also had another Corps tradition—its own “little” Tun Tavern.

Legend has it that the U.S. Marine Corps began in 1775 at the original Tun Tavern in Philadelphia, which served as its first recruiting site.



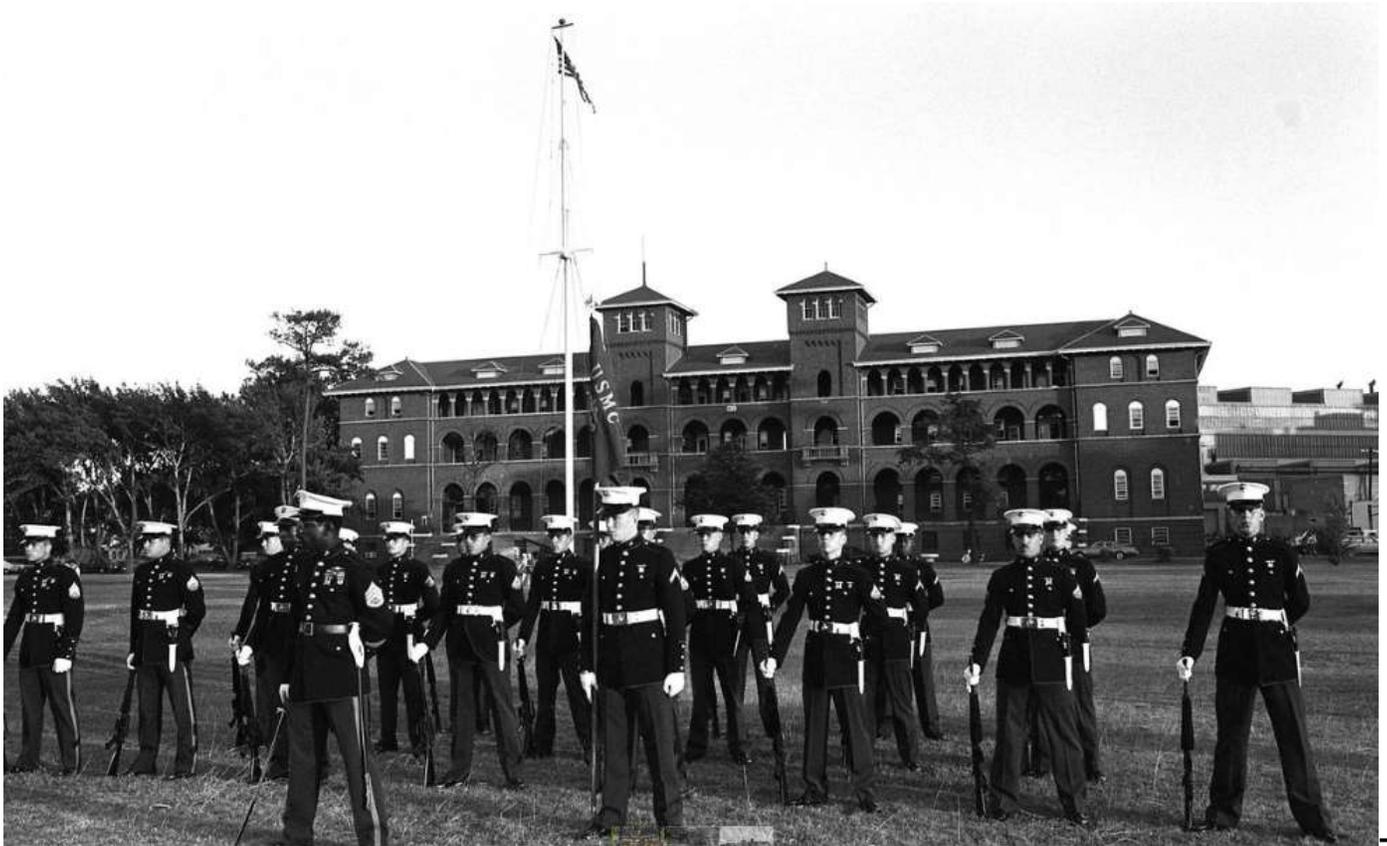
A historical marker designates where Tun Tavern was located at what’s now known as Penn’s Landing in honor of William Penn, who founded that state.

As a side note, located at this site is the former cruiser USS Olympia (C-6) that was Admiral George Dewey’s flagship during the Spanish-American War in 1898. It also was the vessel that returned the body of our nation’s first Unknown Soldier from France in 1921. And berthed near USS Olympia is the World War II submarine USS Becuna (SS-319).

(Depending on current city health directives, both vessels might be open for paid public tours.)



NNSY's Marine barracks, offices and brig were housed in the shipyard's Buildings M-22 and M-32 for more than 70 years —until this unit was disestablished in 1978. Its commanding officer lived in Building M-1, across the former parade ground in front of today's Building 1500, the Norman Sisisky Engineering and Management Building.



Building M-32's offices were renovated and modernized in 2018, under the supervision of the Naval Facilities Engineering Command (NAVFAC). The former Brig, which now serves as a food-service facility for shipyard workers, also was modernized and is known as the Gosport Café.

I still remember the disappointment of a small group of U.S. Marine Corps Vietnam War-era veterans I toured through our shipyard's administrative area, about 20 years ago. This was a special tour for the then-civilians who used to be stationed at our shipyard. When they asked to see NNSY's "Little" Tun Tavern, their former recreational area, I showed them a small structure, designated Building M-23. It was located near Building M-22. It later housed a McDonald's restaurant before it was demolished in 2011. I recall that as I escorted the six or so Marine veterans through M-32, in non-sensitive areas then in use, they would point out where their different facilities were located.



This Marine detachment also fired the Nine O'clock Gun nightly when it was located in front of Bldg. M-32.

As we know, NNSY is rich in U.S. naval and American history—facts and stories that must be documented and preserved. And that's what our shipyard's historian, Marcus Robbins, is doing.

Steve Milner Past PAO NNSY.

A Note from Jim

Top 7 Skills Leaders Should Never Stop Learning

With hectic schedules and entire organizations and workforces to manage, business leaders often find themselves too busy to continue their own career growth and education. But being in a position of leadership typically requires quick thinking and advanced adaptability, which is why business owners should never stop honing their professional skills. These seven entrepreneurs share some of the most crucial skills leaders should focus on developing if they want to constantly improve their leadership, and why it's important to prioritize these skills over others.

Communication

Great leaders stay up to date with current strategies and tactics that will have an impact on their organization. One skill that always needs to be developed and fine-tuned is communication. Clients and employees are the lifeblood of your organization. When you constantly improve your communication and understanding of other individuals, you have the insight to keep moving your team forward.



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Listening

Communication is indeed key, but leaders need to understand that an essential part of this skill is the ability to truly and actively listen. Most of the time, leaders assume they need to do the most talking. The best leaders listen more than they talk. Listening is the kind of skill that can always improve over time. Learning to communicate back in a simple way can have a very positive impact on your leadership style. Overcommunication is something to strive for in business, but that doesn't mean overtalking.

Self-Awareness

Perhaps one of the most important skills a leader should focus on is self-awareness, as that can drive future career growth as well as help hone crucial traits. The higher you get in a leadership position, the harder it will be to get objective feedback on your performance from those around you. The best leaders are always working to improve their self-awareness so they can sniff out the 'yes people' around them.

People Skills

We are in a technology rush and we are another human being. A leader you can think of -- if it does not



forget that any success, business or recognition will be done by people. You can have everything you want in life, but if you don't have people, you have garbage.

Empowering Others

Learning to encourage others is also key when it comes to managing your workforce. Today's leaders should learn how to empower their teams to do their best work. Leaders should learn how to trust their employees to do their jobs with the right tools. This will free up more time for the leaders to work toward attaining the larger goal.

Creativity

Another important skills leaders should nurture and grow in themselves is creativity, which is often stunted when doing repetitive tasks every day. One day you'll need to use that creativity in a marketing campaign or piece of content. Much like a physical muscle, you must learn to exercise your creative thinking skills.  A possible solution is to always try to come up with unique approaches to the issues you're facing.

Positivity

Everyone has bad days or goes through a slump where they're not motivated in their work. So, it's important to continue to work on being a motivating and positive leader. Staying motivated and positive is essential for a good leader who wants to maintain a good working environment for all employees. Because your bad mood can affect your entire team, you need to make sure you continue to work on recognizing the good work of others, helping your team members and developing rapport.

Together we will grow "one by one"

James Mahlmann Retiree

(Past FMA National Vice President, Past Chapter 3 President)



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



2020 Executive Officers

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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
 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 B.K. Butterfield – (R-NC) www.house.gov/Butterfield
 3rd Greg Murphy – (R-NC) www.house.gov/Murphy

JANUARY							FEBRUARY							MARCH							APRIL									
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01 – New Year's Day							17 – President's Day																							
29 – St. Martin Luther King's Birthday																														
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31	30 – Memorial Day						03 – Gov't Holiday							04 – Independence Day																
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SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER									
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27	28	29	30	09 – Labor Day						12 – Columbus Day							11 – Veteran's Day – Holiday													
														24 – Thanksgiving Day							25 – Christmas Day									
																					9 – 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