



## NAVAL CIVILIAN MANAGERS ASSOCIATION

### Portsmouth Naval Shipyard 2018 Annual Report

#### **Officers:**

Mr. Joseph Murphy, President, Innovation Project Superintendent, Code 300.IPX, (207) 451-0964

Ms. Sarah Wilson, Vice-President, IT Waterfront Support Manager, Code 109.11, (207) 438-5503

Ms. Amy Meyer, Treasurer, Cost Accounting Branch Head, Code 612, (207)438-4418

Ms. Sarah Buttrick, Secretary, Strategic Planning and Technology Transfer, Code 1223, (207) 438-1529

Election Month: December

#### **Membership Criteria:**

Active membership shall be open to civilian personnel who have significant influence on the formulation and execution of broad management policy, or who are the primary civilian representative of a distinct organizational segment of a Naval Activity in the Portsmouth, New Hampshire area. No person below grade GS-12 will be eligible for membership.

#### **Membership:**

158 of Regular dues paying members  
12 of Emeritus members  
5 of Honorary members

#### **Dues Structure:**

\$ 5.00 per pay period  
\$ 20,540.00 annually

**Meeting Drumbeat:** Monthly



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#### **Chapter Committees:**

Membership Committee: Andrea Panagoulis, Chair  
Nomination Committee: James Culver, Chair  
Recognition Committee: Joshua Gillis, Chair  
Scholarship Committee: Earl Chabot, Chair  
Social Committee: Mary Rousseau, Chair  
Community Service Committee: Jared Avery, Chair

#### **Develop Leaders**

The Portsmouth Naval Shipyard (PNS) Chapter of Naval Civilian Managers Association (NCMA) is a vital member of the Corporate NCMA and Shipyard leadership teams. The NCMA President contributes to and participates in leadership activities such as Command VIP visits including Congressional and Senior Navy Leadership visitors. We work in partnership with other Management Organizations and Labor Unions. Our members serve on our Senior Leadership Teams, Resource Sub-sector Team, Overhead Non-labor Board, Strategic Planning Teams, and Shipyard Initiative Teams. Their contributions play key roles in the PNS Strategic Plan, Shipyard Operations Plan, developing our workforce through Pride, Ownership and Respect (PRO), and developing our new supervisors through Civilian Leadership Development Program (CLDP) such as 1LS, 2LS and 3LM supervisory training. Our members assist in the continued development of our Mock Up Training/Learning Centers. This program builds actual working conditions in the shop/training areas so employees can train in real life situations.

NCMA members play key roles in organizing and supporting our shipyard-wide communications events such as, Combined Federal Campaign kick-off, and usage of our Digital Signage, etc. Other initiatives have included:

- Our President meets with other management organizations leadership (Federal Manager's Association and Superintendent's Association) several times throughout the year to ensure all are aligned and moving forward with common goals.
- Our Officers attend graduation luncheon promoting strong communication and teamwork among all graduates from across the Shipyard. The information gained is brought back to the membership to improve processes and communication.
- Newly developed President's Council that meets bi-weekly. The council consists of the active presidents of the management and labor organizations for the Shipyard. The organizations represented include: NCMA, National Association of Superintendents, Federal Managers Association, Employees Metal Trades Council, International Association of Fire Fighters, International Federation of Professional and Technical Engineers, and American Federation of Government Employees.



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#### Chapter Growth and Development

We have a newly developed Community Service Committee that strives to enhance our connection within the surrounding communities.

#### Increase our Reach

Community Relations: NCMA members participate in local government supporting local school boards and serving on town committees. Other community related events included

- NCMA sponsors official welcoming and farewell functions for every ship that arrives at the Shipyard for overhaul and modernization. These events, called “Plaque Hangings” and “Deplaquings,” partner each ship with an area Host Community. Both the Host Community and the Ship members receive many benefits, not the least of these is a strong community spirit between the Ship and area residents. The Ship’s crew volunteers in community projects such as assisting schools with outreach projects, cleanup days and educational events. The Host Community invites the Ship’s crew to participate in parades, adopts the crews’ families, holds picnics, and other events, ensuring the crews’ families are made to feel at home and welcome in the community.
- Members serve in many capacities within our communities such as;
- Support toy drives, historical societies, churches, Meals on Wheels, and Community Food Pantries to name a few.
- One member serves as the master of ceremony for the annual Albacore Park Memorial Day Ceremony and the annual USS Thresher Memorial Ceremony
- Another member serves as the Chairman of the Sewer Board for a town in Maine.
- Members participate in local youth sports by coaching or refereeing hockey, baseball, swim teams, ski clubs and soccer at all levels.
- One member is appointed by the Maine Secretary of the Interior to the Acadia National Park Advisory Commission serving as the Vice Chair and also the Park Use Committee Chair.
- NCMA members participate in the yearly “Day of Caring” providing time and talent to area businesses and schools. Events included clearing land, building projects, and in general helping our communities with much needed projects.

NCMA members are great supporters of outreach programs.

- PNS held over 100 Science Technology Engineering and Mathematics (STEM) outreach events, including 30 school tours of the Shipyard.
- PNS impacted more than 18,000 students in the states of ME, NH, and MA.
- PNS employees gave more than 6,000 hours of time to STEM outreach events.
  - Events included SeaPerch builds with more than 30 groups.
  - STEM Showcases – at least 10 different girl focused events to promote STEM - specifically the trades and engineering.
  - STEM-In-A-Box Events



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- Day of Caring in June to do community service in York County.
- Our chapter provided two scholarships to dependents of NCMA members to help further their education.

#### **Strengthen Influence**

- Our NCMA chapter continues with sponsorship of the Shipyard's Caravan of Toys. This toy drive provides Christmas toys for children throughout the tri-state community. NCMA members plan, organize toy and collection drives, buy toys, contacts over 30 agencies across three states, and delivers the toys. This effort engages labor and management from the entire Shipyard population during annual gate collections to raise money for the toys. In 2017, over 3,200 new toys were bought, packed and distributed to agencies across Southern Maine, New Hampshire and Northern Massachusetts.
- Members also volunteer their time at local soup kitchens, serve as Boy Scout/Girl Scout troop leaders, 4-H leaders, Odyssey of the Mind leaders, First Robotics Club leaders, volunteer at local animal shelters by fostering kittens, serve local Salvation Army efforts, assist at Options for Women Crisis Pregnancy Center, and buying and filling school backpacks for local area needy children.
- Members support scholarships to local qualified, deserving students to assist with tuition costs.

NCMA members participate in wide range of capacities within the local area. Also, the monthly NCMA Chapter meetings serve as informal networking opportunities among our members, developing cooperative relationships among managers at activities who frequently have different organizational objectives. Our guest speakers at the monthly meetings are selected based not only on what they can offer to our membership to help improve their management and leadership skills, but also as a means of fostering cooperative relations with Navy and civilian leaders, as well as other organizations.

- Members belong to a wide variety of professional organizations such as;
  - Society of Women Engineers (SWE)
  - American Society of Engineers
  - Sewer Board of South Berwick - Chairman
  - Zoning Board of Adjustment for Portsmouth
  - National Association of Superintendents
  - Acadia National Park Advisory Commission – Chairman
  - Executive Board for the Seacoast Shipyard Association (SSA)
  - Admissions Committee of Leadership Seacoast
  - Federal Managers Association (FMA)
  - New Hampshire Federal Executives Association (NHFEA)



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Strategic Planning Initiatives: NCMA members are an integral part of the Shipyard Strategic Planning Team. This plans intent is to align all Shipyard efforts to achieve our mission and vision for the future.

Legislative Involvement: NCMA members participate in two-way communications with the SSA; a group of local Government Officials, Local Bargaining Units, Local Chamber of Commerce, and NCMA members dedicated to the welfare and development of Portsmouth Naval Shipyard. NCMA also supports legislative visits through participation.

Membership Participation: PNS participated in the National NCMA phone calls and attended the CY18 National NCMA Conference. During CY18, an average of 48 members participated in regular business meetings and special events. We have a roster of Emeritus members, some of who also participated in special functions. Our members always willingly volunteer to assist at functions and charities. These include but are not limited to the CFC Kick Off events, Caravan of Toys, Pro's on the Mall, and decorating of Shipyard Commander's residence Quarters A.

New Initiatives & Improvements: We are continually assessing ways to more fully engage as a driving force for improvement at PNS.

Increasing Membership: PNS had 158 members at the end of 2018 (an increase of 11 over the end of CY 2017). We had nineteen new members join during 2018. The PNS Chapter's Membership Committee continues to find excellent new candidates from the various naval commands on the island.