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the Network

NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

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Standard FISC organization created

Ron Flanders

FISCSD Public Affairs

Beginning in October, Fleet and Industrial Supply Center San Diego and the other five FISCs worldwide will realign their organizational structures, creating a standard organizational framework that will be similar across the FISCs.

“The new organizational structure will be similar to our parent organization, the Naval Supply Systems Command,” said Elliott Fields, COMFISCS executive director. He added that having a similar basic structure improves COMFISCS’ ability to serve its expanding global customer base. “When customers look at us from the outside, they will have a better idea of where to go to get a certain service,” Fields said.

Currently, certain functional codes differ in title and coding from one FISC to another. For example, at the FISCs in Jacksonville and San Diego, Code 100 is Supply Chain Management. In Yokosuka, the same code is called Inventory Control and in Norfolk it is Customer Operations.

After the realignment, there will be a basic commonality among all six FISCs and their organizations. “It is much easier for customers on the outside of our organization to

See Reorganization page 9



Courtesy photo

SKCS(SS) Jose Serna on a site visit to Al Kasik, an Iraqi military base in Mosul located in northern Iraq.

FISCSD Sailor returns from Iraq

Heather Paynter

FISCSD Public Affairs

Every day, Senior Chief Storekeeper (SS) Jose Serna’s Sailors seek advice and guidance stemmed from his 19 years of Naval service. As leading chief petty officer at Fleet and Industrial Supply Center San Diego’s Point Loma site, his division provides logistical support to prepare submarines for deployment – a large responsibility with little down time.

There is no doubt that FISCSD needs Serna here, but for the first half of 2004, there was a place that needed him more.

Receiving the call

Serna was on leave for the holidays in December 2003. He and his family had recently returned to San Diego following a visit to Serna’s hometown of El Paso, Texas. It was Christmas Eve and a long deployment was the furthest thing from his mind before the call came that would bring in the New Year in an unexpected way.

The phone rang and “I was told a logistical NCOIC (Army term for non commissioned officer in charge) was needed immediately in Iraq and

See Serna page 13

Inside

- PAGE 2 Where, when and how to renew your CAC card.
- PAGE 4 Watkins, Hugo FISCSD Sailors of the Quarter.
- PAGE 6 Results from NAVSUP Corporate Climate survey.
- PAGE 7 FISC Fitness Forum -- How to reduce/prevent sports injuries.
- PAGE 10 Political dos and don'ts during an election year.



Admiral's Quarters

As fiscal year 2004 ends, the COMFISCS team is fully engaged in the execution of today's many missions. At the same time, we have an eye on the exciting events looming in fiscal year 2005, like the stand up of our newest FISC in Sigonella, Italy and the refinement of several key partnerships. For our centralized operational staffs at COMFISCS, there is no busier month than September.

Let me share with you what our Lead Contracting Executive and the COMFISCS Program Management Department have been doing lately. The COMFISCS Lead Contracting Executive is in the process of coordinating the close-out of the fiscal year across six supply centers. Among the LCE's major successes is the process of workload brokering. This is consistent with the CNO's press for efficiency and cost effectiveness to support modernization goals. We need business processes that adeptly allocate resources while maintaining historically high levels of customer service and satisfaction. The

contracting community's answer was workload brokering.

The LCE staff and the FISC contracting departments have teamed to filter customer needs and move procurement taskings, as appropriate, from one FISC to another in order to balance capacity and optimize personnel skills. The efforts are striving to satisfy the procurement lead time metric for timeliness and also our customers' expectations for quality, delivery, service and satisfaction. To date, 56 simplified acquisition procedures less than \$100,000 and five large contract procurements have been successfully transferred from one FISC to another with no reported loss of productivity or customer satisfaction. We are achieving global and virtual workload management.

Another centralized COMFISCS office pursuing a new operating environment is the Logistics Program Management Department. This organization directs four enterprise-wide programs for the NAVSUP claimancy—One Touch Support, the Navy Integrated Call Center, the Logistics Support Center and HAZMAT/ CHRIMP operations. We provide face-to-face support via the LSCs for our fleet customers, voice support via the NICC, and self-service support via OTS. Our goal is to integrate these services into a seamless customer service system within a triad framework.

Concurrently, in the HAZMAT area we're moving toward joint HAZMAT support centers using the DLA-sponsored



Joint Environmental Material Management Service. We have successfully implemented JEMMS in Okinawa, and are in the process of rolling out the system in Guam.

As we continue Material Support Integration initiatives across the Navy, we will establish a Shore Logistics Support staff within the COMFISCS Logistics Program Department. This entity will focus on the customer communities, which will be transferring their logistics work to us throughout fiscal years 2005 and 2006 such as Commander, Navy Installations; Naval Facilities Engineering Command; Naval Sea Systems Command warfare centers; and Regional Maintenance Commands.

As we close out one fiscal year and move to the next, the COMFISCS team will be fully engaged in challenging initiatives that will advance the delivery of combat capability through logistics.

The Network

The *Network* is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

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Visit our Web site at www.sd.fisc.navy.mil.

Get your new CAC before the old one expires

Tim Mitchell

CNRSW Pass and Decal

If your Common Access Card is about to expire, Security urges you to make an appointment to update your CAC, reset your Personal Identification Number and update your CAC with your Public Key Infrastructure for digital encryption certificates.

Check your expiration date in the lower right hand corner. All expired government identification cards will be

confiscated on sight - no exceptions.

Visitors to installations must check in at the access control and Pass Decal offices.

Contractors with a soon-to-expire CAC card must contact their "sponsor" and receive a DD 1172-2 form for updates or new CAC cards. Cards should be produced at the parent commands prior to expiration.

Contractors must have a valid 1172 form from the sponsoring command to

See CAC page 13

Flash from the Commander

Congratulations to VADM Dan McCarthy

The Chief of Naval Operations, ADM Vern Clark announced recently that the president of the United States has approved the appointment of RADM Justin D. McCarthy to the grade of vice admiral effective Aug. 23. McCarthy is currently assigned as director for Material Readiness and Logistics, N4, Office of the Chief of Naval Operations, Washington, D.C.

McCarthy was Commander, Naval Supply Systems Command and 42nd Chief of Supply Corps until July 2004. Prior to this tour he served as deputy chief of staff for Logistics, Fleet Supply and Ordnance, U. S. Pacific Fleet.

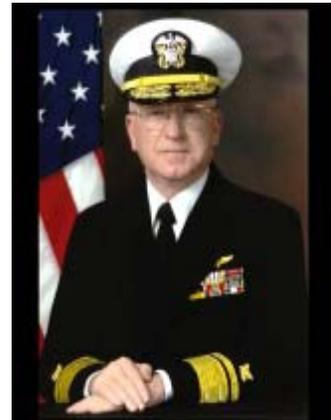
During the recent change of command, ADM Michael G. Mullen, then Vice Chief of Naval Operations, praised McCarthy's achievements during his tenure at NAVSUP. His accomplishments "included implementing some of the most far-reaching changes in Navy business practices in memory ... to support the Navy's transformation."

Mullen also indicated that the accomplishments of NAVSUP under McCarthy's leadership were "perfectly in line with the kind of man Dan McCarthy is; substantial efforts were initiated in managing the supply community, leading the Navy and in many cases, resulting in a community that is smart, agile, ready and professionally fulfilled. Those efforts have truly been remarkable to watch."

A native of Auburn Hills, Mich., McCarthy earned his commission in October 1969 through Officer Candidate School, Newport, R.I. He holds a bachelor of science degree in engineering from Oakland University and is a distinguished graduate of

both the Naval Postgraduate School and the Naval War College.

It gives me great pleasure to congratulate VADM McCarthy on this well-deserved promotion and wish him the greatest success as N4.



RADM Daniel Stone



DEPARTMENT OF THE NAVY
5450 CARLISLE PIKE
PO BOX 2050
MECHANICSBURG PA 17055-0791

Commander
Naval Supply Systems Command **AUG 11 2004** *Chief of Supply Corps*

Dear Admiral Kowba,

On behalf of the Supply Corps and the Naval Supply Systems Command, it's a pleasure to extend my best wishes to you and your personnel on the anniversary of the Fleet and Industrial Supply Center San Diego.

You have served both NAVSUP and the Fleet with dedication and efficiency for 82 years. On top of the major role in NAVSUP's Transformation, your personnel are key to keeping the Pacific Fleet at the highest state of readiness. Your dedicated staff are to be commended. Thank you for your fine work and loyalty.

Happy Birthday! Best wishes for many more years of continued success.

Sincerely,

A handwritten signature in black ink, appearing to read "D. H. Stone".

D. H. STONE
Rear Admiral, SC, USN

Rear Admiral William A. Kowba, SC, USN
Commanding Officer
Fleet and Industrial Supply Center
937 North Harbor Drive
San Diego, CA 92132

Watkins, Hugo named FISCSD Sailors of the Quarter



SK1(SW) Sand Watkins works with vendor John Klinker. Photo by Heather Paynter

Watkins makes, reaches goals

Heather Paynter

FISCSD Public Affairs

Storekeeper 1st Class (SW) Sand Watkins is often asked about her unusual name. “My dad named me Sand and I never asked why,” she said.

But there’s a lot more than a unique name that makes this recently named Fleet and Industrial Supply Center San Diego Senior

Sailor of the Quarter a standout, including her speed up the promotion ladder and a determination to complete her master’s degree in human resources. “It is important to make goals,” Watkins said. “Make financial, career and personal goals and make the most of it.”

With just seven years in the Navy, the Montgomery, Ala., native has excelled during her tour as leading petty officer of the Material Support Solution Team where she has worked for more than two years. She and her team handle credit card requisitions and cancellations, material obligations validation and price challenges for materials. If a submitted requisition for an item appears too high, Watkins works to locate different sources and also searches for alternative ways to procure backordered items. Collateral duties include Combined Federal Campaign representative, Command Assessment Team representative, Command Pricing Hotline coordinator and Navy Relief representative.

When not working, she volunteers her time with students at Edison Elementary

See Watkins next page

Hugo: motivated to excel

Heather Paynter

FISCSD Public Affairs

Storekeeper 2nd Class (SW) Salvador Hugo has worked hard during his six years in the Navy. Being named Fleet and Industrial Supply Center San Diego Junior Sailor of the Quarter is a culmination of all the training Hugo has completed and the long hours he has spent on sea and shore duty.

“Starting out as a deck seaman, it is very hard, and it has motivated me to excel in my career,” said Hugo who began his naval journey on board the USS *Rushmore* (LSD 47) homeported in San Diego.

Hugo is a logistics support representative in the Logistics Support Center where he has worked for three years. His job entails support of ships foreign and domestic including processing ships’ lines of accounting for services, coordinating naval messages and phone services and arranging for the stowing away of materials for deployed ships

See Hugo next page



SK2(SW) Salvador Hugo accepts a delivery at FISCSD. Photo by Heather Paynter

myPay email PINs now available to Navy members

Defense Finance and Accounting Service

The Defense Finance and Accounting Service and the U.S. Navy announced Aug. 18 that servicemembers are able to receive Personal Identification Numbers for myPay at their official Navy e-mail account.

Within minutes of requesting a new or updated PIN on the myPay Web site, members can expect to receive the PIN at their official Navy e-mail address if it was provided when they received their Common Access Card.

myPay, an Internet/Web-based and interactive voice response system, allows customers to access and control their pay information. myPay is available to all military members, military retirees and annuitants and DoD and Department of Energy civilian employees.

The e-mail PIN delivery process is a simpler, faster alternative to the direct mail and in-person request methods previously available. This capability is especially timely as more commanders, members and employees are realizing the benefits of accessing myPay from remote and deployed sites.

Customers can view, print, and save leave and earnings statements, make adjustments to federal and state tax withholdings, update bank account and electronic transfers and change address information online by accessing myPay at <https://mypay.dfas.mil>.

Hugo

continued from 4

and delivery to the crew when the ship arrives in port. His collateral duties include acting as building monitor and safety officer.

During off-duty hours, Hugo, who names Pittsburg, Calif., as his hometown, contributes time to Meals on Wheels and has taken college courses. He is in the process of enrolling in a vocational program focusing on engine building.

He has advice for up and coming young Sailors who want to achieve a successful naval career: "Keep at it, study hard and work hard," Hugo said.

Though his number one priority is his family that includes a wife and a year-old son, his goals include returning to a sea duty billet and earning a bachelor's degree before retiring from the Navy.

"He's a very responsible individual and once tasking comes out, he takes charge and gets the job done without any hesitation and with good results," said Hugo's supervisor SKC Armando Ednalino. "As a fleet liaison, he is an outstanding Sailor."

Federal Employees' Group Life Insurance



FEGLI Open Season Sept. 1 to Sept. 30, 2004.

No health questions to answer - Learn more at www.fegli2004.opm.gov.

Watkins

continued from 4

School and Roosevelt Middle School. She also works with Meals on Wheels and Read Across America. "I like to volunteer because you learn something new every day," Watkins said. "It makes me grateful to have these opportunities."

Years ago, after having graduated from Alabama State University with a degree in accounting and working in management for a short time, Watkins admitted she had reached a crossroads. She had several job opportunities to choose from before joining the Navy, making her decision more challenging. However, having chosen to make the Navy a career, she has never looked back.

Future goals include earning an Aviation Warfare designation at her next sea command and donning ensign bars as a supply officer.

According to Watkins' supervisor SKC Karen Mooth, "She is a role model for her peers and subordinates. Her countless hours of volunteer work, her motivation in pursuing her higher educational goals and her exceptional customer oriented work ethic are a few good reasons why she has our highest recommendation for Senior Sailor of the Quarter. She is always eager to assist the customer and does not let up until she has created a win-win situation for all."

NAVSUP Corporate Climate survey results

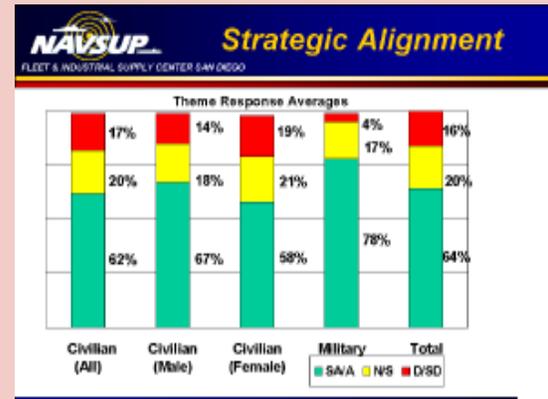
Tammy Sanchez
FISCSD Regional Contracting

(This is the first in a series of Network articles featuring results from the Corporate Climate survey, opportunities for improvement, and an action plan addressing communication, career satisfaction, awards and recognition, diversity/EEO, and sexual harassment.)

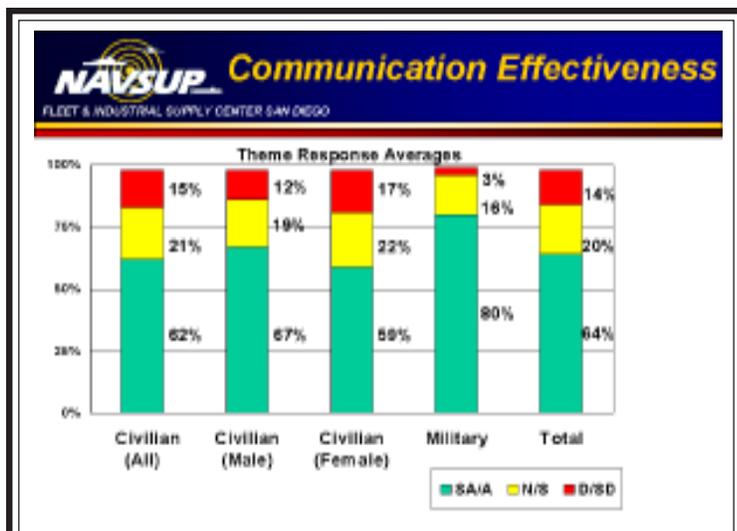
Round four – FISCSD results

It may seem we have been inundated with surveys over the past year or so asking for our opinions on a variety of issues including transformation, transformation communication, change and “Corporate Climate.” Undoubtedly, we all wonder what gets done with all of the information that is collected via these surveys and whether or not our input really matters.

The Fleet and Industrial Supply Center San Diego leadership would like to reassure you that your input does matter. FISCSD leadership wants to hear from you and takes your responses seriously. Surveys are a key tool in opening up communication at all levels of the organization



The results of Strategic Alignment indicate that FISC employees would recommend FISCSD as a good place to work; they have the information they need to do their job or know where to get it; employees have a general understanding of Enterprise Resource Planning, transformation, Assistant Chief of Staff; and employees understand how their individual work relates to the FISCSD mission and goals. (Green is strongly agree/agree, yellow is middle ground and red is disagree/strongly disagree.)



For communication feedback, employees indicated that they believe FISCSD encourages creativity and innovation and that their ideas and suggestions are valued. FISCSD employees enjoy open, two-way communication with their first-line supervisors and believe mid-level management is fair and that first-line, middle and upper management is keeping them informed throughout transformation.

and the FISCSD leadership values the feedback and opinions obtained through these surveys.

Not only do they rely on the data and information to develop future actions to address concerns raised, they use the feedback to assist them in determining where and in what direction to focus the command’s efforts.

One recent survey is the Naval Supply Systems Command administered Corporate Climate survey. NAVSUP administers the Corporate Climate survey throughout the claimancy on a bi-annual basis, collects the data and information and provides each NAVSUP activity with its respective feedback to analyze, identify areas of opportunity and develop supporting plans of action.

You responded to the NAVSUP Corporate Climate survey beginning December 2003 to January 2004.

FISCSD was provided with the results in May of this year. RDML William Kowba, chartered a cross-functional working group to analyze the results, identify areas of concentration and to develop a recommended

See Corporate Climate page 11

Take measures to treat, reduce sports injuries

SK2 Lorenzo Hill
FISCSD SWRMC

Ouch! It happened on a Monday afternoon in a flag football game. It was third down and 12 yards to go for the first. I took a direct snap and ran to my left, full speed. One defender to beat to the corner and the next thing I knew, my shoulder didn't feel like it was supposed to. A grade two separation and that's not good. Which brings me to this month's topic: injury prevention.

Whether a weekend warrior or a professional athlete, most of us who participate in any sport on a regular basis have had an injury at one time. We all accept this as part of the game and carry on through our aches and pains the best we can. When we do some serious damage to a bone, joint or muscle, we seek out the advice of a specialist. By the time we seek help, much damage has already been done.

The key to injury prevention in sports is proper conditioning and there is a huge amount of information available to help you do just that. One of the easiest ways to reduce your risk of athletic injury is by maintaining good flexibility. Learning a few simple stretches specific to your sport can reduce chances of injury and help you improve performance at the same time.

Correct and proper conditioning for your sport is essential for injury prevention. Sport-specific conditioning programs focus on strengthening the muscles and joints that perform the movements during activity. All athletes can pick up tips on proper training and injury prevention on the Web. For a more scientific approach to conditioning, you will want a fitness evaluation.

Once you know your current level of fitness, as well as your weaknesses, you can develop a more functional training routine.

If, even after practicing proper stretching, conditioning and injury



Photo by Heather Paynter

SK2 Lorenzo Hill stretches his shoulder during physical therapy

prevention, you find yourself hobbling home, you may want to browse through the Web for sports medicine and sport injury tips. If things really get out of control, you may want to find a local sports medicine physician to assess the damage.

How to tell if your injury is serious

There are some common tips you should recognize as warning signs that you have an injury, which needs your attention. While some sports injuries are noticeable, others can creep up slowly and get worse. If you don't pay attention, chronic problems can develop. The following list of six injury tip-offs comes from *Anybody's Sports Medicine Book*, written by James Garrick, M.D. and Peter Radetsky, Ph.D.

Joint pain

Joint pain, particularly in the knee, ankle, elbow and wrist, should never be ignored. Because these joints are not covered by muscle, there is rarely a muscular origin. Joint pain that lasts more than 48 hours requires a physician diagnosis.

Tenderness at a specific point

If you can elicit pain at a specific point in a bone, muscle or joint by pressing your finger into it, you may have a significant injury. If the same spot on the other side of the body does

not produce the same pain, you should probably see a physician.

Swelling

Swelling is usually quite obvious and can be seen but, occasionally, you may feel swollen without outward signs. Swelling is always a sign of a sports injury and should never be ignored. Often, swelling within a joint will cause pain, stiffness, or may produce a clicking sound as the tendons snap over one another because they have been pushed into a new position due to swelling.

Reduced range of motion

If swelling isn't obvious, you can usually find it by checking for a reduced range of motion in a joint. If there is significant swelling within a joint, you will lose range of motion - the limb will only go so far in each direction. Again, compare one side of the body with the other to identify major differences. If there are any, you have an injury that needs attention.

Comparative weakness

Comparing one side to the other for weakness is often hard to do but can be a good clue to identify significant injury. One way to tell is to lift the same weight with the right and left side and look at the result. Often therapists will test comparative weakness manually or with special equipment.

Numbness and tingling

Never ignore numbness or tingling. Often related to nerve compression, these warning signs may indicate serious injury and should always be seen by a physician.

If you recognize any of the above warning signs of injury the goal is to prevent further damage. Don't let the problem get any worse and don't let the swelling continue. Look for what may have caused the injury. If you figure it out, you can begin to fix the situation. If you have any of the above warning signs, do not continue your activity. Begin treatment immediately.

See **Fitness** page 12

COMFISCS News Briefs



U.S. Navy Photo

FISC Puget Sound to receive Yon-321 class fuel barge... FISCPS is scheduled to receive the first-in-class of the next generation of double-hulled Yard Oiler Navy fuel barges in October. Christened and launched July 31 at Sundial Marine in Troutdale, Ore., YON 321 will be the first of eight barges constructed under a \$20 million contract awarded to Sundial Marine by the Naval Sea Systems Command. An invaluable asset, barges operated by FISCPS support naval activities throughout the Pacific Northwest. The YON 321 is

capable of holding up to 588,000 gallons and will deliver jet fuel #5 to two Nimitz class carriers, jet fuel #8 to Naval Air Station Whidbey Island aircraft and diesel fuel marine to Navy and U.S. Coast Guard vessels in the Puget Sound region.

FISC Pearl Harbor employees get in the Olympic spirit... Gold medals in hand, 'Team COMFISCS' members wait patiently for endorsement offers from major shoe manufacturers. In August, these FISC PH's Contracting Department employees and all active-duty military, Reservists and civilian employees across the FISCs were each presented with a COMFISCS coin in recognition of outstanding achievement during the period July 25, 2003 to July 25, 2004. In the spirit of the Olympics, these seven fabricated gold medals using the coins and a long length of ribbon. Few gold medals have been more deserved. For the past year, the team has been nothing short of superb in completing the requisitions that provide our troops with the support they need as they wage America's war on terrorism. Pictured in front, left to right, are Lisa Juanillo, Francine Matsuura, Leigh Ann Baker, and Julie-Ann Laroya. In back are Marisha Catian, Richard Thacker, and Carolyn Drew. Now only one question remains for these Olympians—can they stick the vault?



Photo by Owen Oshima

FISC Yokosuka Det Sasebo supports carrier group port visit... USS *John C. Stennis* (CVN 74) and two other CSG ships conducted a port visit to Sasebo Aug. 21-25. This was a significant event for Commander Fleet Activities Sasebo, as the liberty party equaled about the entire base population. The FISCY Contracting department and Logistics Support Center were heavily involved in pre-planning for the visit, procuring numerous services totaling \$665,000 to support the carrier and expediting the turn-in of more than 80 pallets of retrograde depot level repairables and hazardous materials.

MAX UNLEASHED

Hi gang! I hope ya'll have had a great month sunning and surfing 'cause the weather has been great. I took some time out to head down to my favorite watering hole here at the farm to get in a little of both and it sure was relaxing.

While I was enjoying some well-deserved R and R, I brought the Max mailbag with me so I could finally answer some of the letters, which have been coming in from my faithful readers. Now, I'm not an expert in everything, but I will try to share some homespun advice and see if the old hounds point of view can put a new slant on that ol' problem.

Our first letter is from 'Poultry in Motion.' Poultry writes...

Dear Max –

I am a newlywed and am planning a very fancy dinner party to try and impress my new in-laws. My husband has suggested we serve chicken. This always worries me, as I am never sure how chicken should be eaten at formal gatherings. Max, help me please – should chicken be eaten with the fingers?

Dear Poultry –

Ah chicken, the "paws" that refreshes. I understand your dilemma and that's what old Max is here for – to save the day. Entertaining the new kin can be a very nerve-wracking experience and you want things to go just right, so the answer is no, chicken should not be eaten with the fingers; the fingers should be eaten separately.

Just kidding! The real answer is yes, you can eat chicken with your fingers. Your guests will take their cue from you. Be sure to have the chicken in pieces such as legs, wings, etc. If you make them feel at ease by starting out tastefully using your fingers, they will fall in behind.

Our next letter comes from 'Ears for Fears.' Ears writes...



Max dishes on dining with the in-laws and when it's okay to sound out a howl in the workplace.

Dear Max – The guy in the cubicle next to me thinks he is Prince – his rendition of "Purple Rain" gives me one big purple pain! I like the guy and don't want to hurt his feelings, but his singing along with his CD is driving me crazy. How can I pull the plug on his amp?

Dear Ears –

Sometimes I put on a fuzzy throw rug and pretend I'm saving Timmy, but it doesn't make me Lassie! I know the feeling—we all like to "howl" once in a while, but you have to respect spaces shared by others. Even classical tunes or a good one by old blue eyes (that's Mr. Frank Sinatra to you young folks) can be hard on the ears when you're trying to concentrate.

Try to let him know you appreciate a good Prince tune as much as the next guy, but find it distracting in such close quarters. Ask if he wouldn't mind using headphones during the workday and see if that helps. Chances are he doesn't even realize he is singing that loud. Hey, maybe suggest he try karaoke to get his stage time in; maybe make it an office get together. Keep me posted.

That's about all we have room for this week. Remember, Max is here to help and don't forget to send me any birthday, anniversary or special congrats you want me to share. Until next time...Max signing off.



Editor's Note: If you have a question or comment for Max, log on to the My

NAVSUP Web site at <https://knowledge.navsup.navy.mil>, select COMFISCS under the NAVSUP Enterprise drop-down menu, select FISC San Diego under the COMFISCS pull-down menu and click on the Employees Questions/Comments" link. Complete the form and fill in the message box with "Dear Max" then hit "Submit."

Reorganization

continued from front page

understand where to go if we have this commonality," said Fields.

COMFISCS is aligning with the four NAVSUP deputy commanders for Financial Management/Comptroller (SUP 01), Contracting (SUP 02), Corporate Management (SUP 03) and Fleet Logistics Operations (SUP 04). Accordingly, COMFISCS will have its Comptroller as Code 010, Lead Contracting Executive as Code 020, Command Management/Business Office as Code 030, and Program Management/Logistics as Code 040.

Beneath these centralized COMFISCS program managers at the individual FISC level are the Financial Liaison Office, Code 100; Contracting, Code 200; Business Department, Code 300; and Supply Management Department, Code 400. Code 500 will be Industrial Support, and Code 600 will be ISSOP Support. The Fuel Department will remain as Code 700.

Fields stressed that this is a basic framework and that within this organizational structure FISCs will probably maintain regional differences and customer alignments. "This is not a cookie-cutter approach," he said. "The FISCs won't look exactly the same, but having a similar way of doing business is why we created COMFISCS. Being aligned better with NAVSUP and having a standard organization makes it easier for our customers."

Rules restrict political activity for DoD people

Donna Miles

American Forces Press Service

(Barbara Amster, FISCSD Counsel, contributed to this article.)

With election activity steadily picking up, defense officials remind members of the military and DoD civilians that they're subject to rules regulating their involvement in political activities.

Gone are the days when the military posted troops at the polls after the Civil War, an act that Steve Epstein, director of the DoD General Counsel's Standards of Conduct Office, said intimidated many southerners into not voting.

Today, Epstein said two sets of rules help protect the integrity of the political process: a DoD directive for active-duty service members and the Hatch Act for federal civilians. These rules keep the military out of partisan politics and ensure that the workplace remains politically neutral, he said.

That's not to imply that military members and civilian employees can't participate in politics. Epstein said DoD encourages both groups to register to vote and vote as they choose, and to urge others to vote. Both groups can sign nominating petitions for candidates and express their personal opinions about candidates and issues - but only if they don't do so as representatives of the armed forces. Also, all federal employees can make contributions to political organizations or candidates.

Beyond that, the list of dos and don'ts differs widely, depending on whether the employee is an active-duty service member, a rank-and-file civil service employee, a political appointee or member of the career Senior Executive Service, Epstein said.

Of all DoD employees, active-duty men and women have the most restrictions regarding political activity, he explained. A 1993 revision to the Hatch Act freed most civil service employees to engage in partisan-political activities outside the



**Cesar "Ed"
Cruz
(Code 40)**

Occupation: Management analyst.

Birthplace: Dagupan City, Philippines but have also called the following home: Jacksonville, Fla.; Kingsland, Ga.; Tamuning, Guam and Sasebo, Japan.

I graduated from: University of the East, Manila, Philippines.

Hobbies: Music, movies, (3,215 CDs last time I counted).

Favorite singer/group: It ranges from Andrea Bocelli (classics) to Chris Botti (jazz) to Beatles to Hank Williams Sr.

Pet peeve: Gossip - nothing worse than people talking about everybody else's imperfections except their own.

Nobody knows I am: I believe very strongly in Ying/Yang and the principles of Feng Shui - everything has a positive and negative side.

My secret to success: Positivity - find the good (positive) side; life flows more smoothly from that side.

If I could do it over, I'd: Have bought a home in San Diego 10 years ago and kept it.

I'd give anything to have met: Frances of Assisi. Like him I always pray for "wisdom to know/recognize the differences."

The last good book I've read: Prey and Timeline.

The one thing I like best about myself: Great sense of humor. I can easily laugh at my own misadventures.

I am most proud of: My mother - she helped to successfully realize our family's American dreams.

My most embarrassing moment: During one Sunday mass while leading the community in singing a hymn, I sang the wrong verse. Everyone stopped singing while I sang solo. Realizing what happened, I proceeded to the correct verse where the community joined during the chorus. We all had a good laugh after the mass.

Favorite motto: "Greatness is measured in the willingness to pay the consequences of doing the right thing."

workplace that were once forbidden, although many restrictions still apply.

For example, service members as well as government civilians can attend political meetings or rallies. Military members can attend only as spectators and not in uniform. Active duty service members are not permitted to make public political speeches, serve in any official capacity in partisan groups, or

participate in partisan political campaigns or conventions. They cannot participate in any fundraising activity.

On the other hand, civilian employees governed by the Hatch Act may be active in and speak before political gatherings or serve as officers of political parties or partisan

See **Hatch Act page 12**

Responses for FISCSD positive overall

Corporate Climate *continued from page 6*

plan of action. The analysis, findings and recommendations of the working group were briefed to the FISCSD Executive Steering Committee in June 2004. ESC feedback was incorporated into the working groups assessment and recommendations and the results

were briefed to the FISCSD department heads for final concurrence. The FISCSD plan of action was provided to NAVSUP in July 2004 with execution of initiatives occurring simultaneously.

The results

The NAVSUP survey is designed in seven thematic groupings: strategic

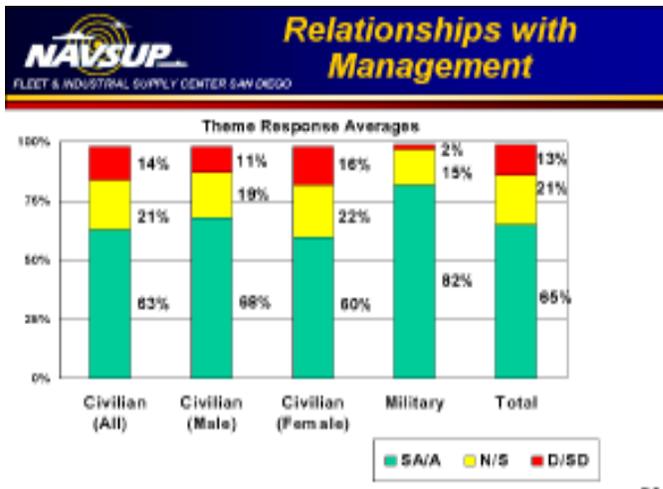
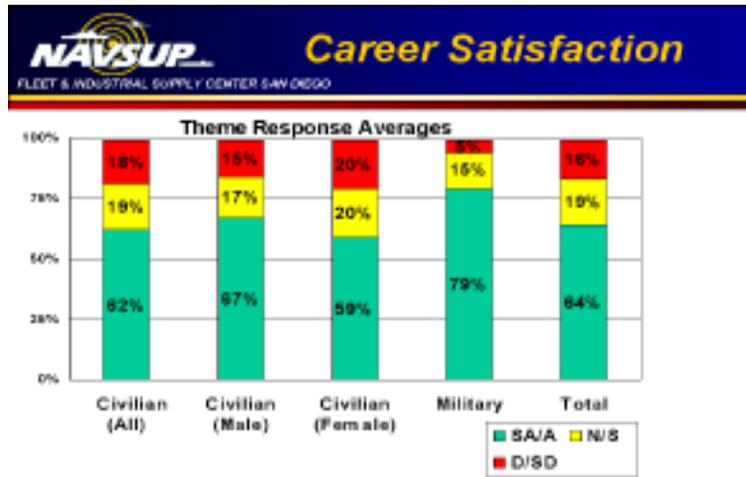
alignment, communication effectiveness, career satisfaction, relationships with management, diversity/EEO, sexual harassment, military only questions which encompass satisfaction with the policies regarding EEO/EO, career opportunities, work environment, freedom from harassment and CMEQ.

The responses for FISCSD overall are fairly positive with the percentage of respondents generally satisfied throughout the survey elements, demonstrating a positive trend.

FISCSD experienced a 40 percent response rate that is down slightly from the last Corporate Climate survey response rate of 51 percent. While the lower response rate is of concern, statistically, it still provides a valid sample resulting in a 95 percent confidence level that the results represent the overarching opinion of the entire workforce.

The national average survey response rate is approximately 30 percent.

While the challenges of A-76 competitions and transformation initiatives are of concern to employees at FISCSD, employees still indicate they enjoy opportunities to improve their skills; their training needs are assessed annually; and they are satisfied with the training they receive. Additionally, employees indicate there is a lot of cooperation amongst co-workers to "get the job done" and that there is equal opportunity for job assignments and personal advancement.



FISCSD employee's response indicates they have a positive relationship with FISCSD management. Specifically the survey indicates that the civilian and military work well together and that the methods used to communicate information between employees and management are effective. Of significant note is the positive communication between employees and first-line supervisors. Overall employees believe they are motivated by their supervisors, and that their supervisors are fair, competent and trusted.

Korean admiral visits FISCSD



RDML William Kowba, Commander, Fleet and Industrial Supply Centers, shows Republic of Korea RADM Lee, Hyun Woo items in the Defense Distribution Depot San Diego located at Naval Station. The Korean officers also visited FISCSD sites Aug. 12 for a day filled with briefings, tours and a look into the daily workings of a major Naval supply center.

Hatch Act

continued from page 10

groups. They also are permitted to manage campaigns, distribute literature off-site and in their personal capacity, write political articles or serve as a spokesperson for a party or candidate. However, civilian employees for the most part (limited exceptions for union representatives) cannot engage in fundraising activities on behalf of a partisan candidate or in a partisan election.

Military members generally aren't permitted to campaign for a political office. Civilian employees are, as long as it's a nonpartisan election.

While the dos and don'ts concerning political activity may vary, Epstein said the basic rules hold true for all DoD workers. They can't use their position to influence or interfere with an election. They can never engage in political activity on the job, in a government vehicle or while wearing an official uniform.

But, both military and civilians are encouraged to participate in the elections to the maximum extent permitted – and both may put partisan bumper stickers on their vehicles. Neither can, however, wear pins or buttons on a military installation.

Fitness

continued from page 7

The first treatment indicated for any acute injury is reducing any swelling. Swelling causes pain and loss of motion, which in turn will limit use of the muscles. If you don't use the muscles, they will weaken and shorten and resist repair. The primary treatment for acute sports injury is R.I.C.E.—rest, ice, compression and elevation. Rest in this case simply means to stop the activity that caused the injury. Compression for an acute injury is the most important immediate treatment. Wrapping the injured body part with a bandage can keep swelling to a minimum. Never apply heat to an injury as heat will increase circulation and swelling.

Immediate treatment for injury

As a recap, here is what you should do immediately when you sustain a sports injury—stop the activity immediately. Wrap the injured part in a compression bandage. Apply ice to the injured part (use a bag of crushed ice or a bag of frozen vegetables) for no more than 15 minutes at a time. Let the area warm completely before applying ice again in order to prevent frostbite. Elevate the injured part to reduce swelling. Get to a physician for a proper diagnosis of any serious injury.

Serna

continued from front page

that it was either going to be me or another senior chief,” Serna said. His wife and two young children were supportive but worried.

Serna volunteered for the deployment but the phone call wasn't a complete surprise. More than a year ago, the reports on talk radio about conditions in Iraq combined with people's first-hand accounts, caused Serna to think about what his role could be. He told those in his command that if he had a chance to help, he would.

By Jan. 11 Serna was en route to Fort Bliss, Texas, for a pre-deployment week of long days spent in training and covering everything from Iraqi culture to weapons qualifications and uniform issue.

Iraq: extreme work, extreme weather

Upon arrival, his first stop was near Kuwait where he was immediately struck by the heat and the hectic conditions of the area. “When you're over there, you are on your own,” he said. “There are tons of people flying in and out every day so you really need to pay attention to the instructions you are given and what you are taught [during training].”

His work space was in the north ballroom of Baghdad's Republican Guard Palace, a working palace, as opposed to a residential palace, that has recently become the U.S. embassy. “It was sad – in the palace was some of the most opulence I will ever witness in my life,” Serna said. “But walk out the door and there is much poverty outside the confines of the Green Zone.”

Workdays were long – 14 to 18 hours – and the Soldiers, Sailors, Airmen and Marines that worked for him at the Army-based command, operated seven days a week, using primarily cash, to procure all material logistical requirements including bullets, vehicles, uniforms, boots and

more. Serna was NCOIC of 30 service members in the palace and 25 others sprinkled throughout Iraq. The days were exhausting but the importance of the job kept everybody going. “These are good people doing extraordinary things above and beyond ordinary duties,” said Serna.

Frequent travels for required site visits during the six-month deployment carried Serna throughout Iraq from cold and snow in the north to sweltering heat in the south. “I couldn't figure out why I was issued four sea bags of cold-weather gear, but I was thankful for it once I reached Mosul (in the north),” he said.

When not working, he lived in a trailer camp and witnessed rockets and ammunition lobbed at the hotels within sight of his living space. On many occasions, gunfire and other hazards resulted in a few close calls but because of the danger he and those who worked for him faced, Serna felt fortunate that though some were injured, no one in his office was killed.

“It is hard knowing I have so many people I was responsible for who are still there,” he said.

Coming home

He arrived home the first week in July, met by his wife, son, 7 and daughter, 4. Though he was able to speak with his wife and mother once a week while deployed, he did not want them to worry. Now that he was safe at home, he could tell his family a little more but the experience is hard for him to fully explain.

“The local people I met were wonderful,” he said. “Not only that, knowing that what we were doing was not only noble but that we were writing history is something I will always remember.”

Editor's note: Serna was awarded the Bronze Star Medal for his service in Iraq as NCOIC of J4 Logistics.

Grammar patrol

A reflexive pronoun used incorrectly or inappropriately is called an “untriggered reflexive pronoun.” This is a reflexive pronoun (myself, yourself, herself, himself,) erroneously used in place of a subjective pronoun (I, you, he, she, they) or in place of an objective pronoun (me, you, him, her).

A reflexive pronoun should only be used as in the following examples:

I slipped on the pavement and hurt myself.
The youngsters cooked dinner for themselves.

Reflexive pronouns are often used incorrectly as the subject of the sentence or as an object that is different from the subject. People tend to use ‘myself’ or ‘yourself’ believing it is correct and more formal - on the contrary, it is incorrect:

Wilson and myself I are going to the movies.

We need good people like yourself you to help with the project.

Do not use a reflexive pronoun unless there is a person in that sentence to whom that pronoun can “reflect.”

So, don't embarrass yourself! Make sure your reflexive pronouns are triggered!

CAC

continued from page 2

report to Pass Decal offices and must make an appointment as no walk-ins will be accepted.

Naval Base San Diego - (619) 556-2994/1653; Broadway - (619) 532-3302; Naval Base Coronado - (619) 545-7413; Naval Base Point Loma - (619) 545-7413.

DoD and General Schedule employees must be in the Defense Enrollment Eligibility Reporting System and should report to ID lab/PSD offices. NBSD - (619) 556-9249/9250; NBC - (619) 545-9501; NBPL - (619) 553-4981; AMPHIB Base - (619) 437-2199.

The appointment Web site is http://www.pasas.navy.mil/west/west_idcards.asp

Please contact the specific office in which you plan to conduct business in order to confirm requirements and ensure you are prepared for the services requested.

CAC info: <http://www.afpc.randolph.af.mil/Deers/>

Happenings around FISC San Diego

Welcome aboard to these FISC faces



Leslie Atkins is the new supervisory financial program analyst in Code 50. She was born in San Diego and her hobbies include cross-stitch, crochet, reading great

books and being active in her church including singing in the choir.

Ed Cruz is a management analyst working in Code 40. He was born in the Philippines and loves music and movies. (See Ed's profile on page 10.)



Leslie Jenna is the executive assistant to the COMFISCS executive director. Her hometown is Santa Maria, Calif.

Condolences to

Flora Zaragoza (Code 200) on the passing of her aunt and cousin.

Letters of Commendation for successful procurement management review inspection

SK2 James R. Anderson
EO2 James Babin
SK2 Ferardo A. Bensang
SK2 John T. Del Castillo
SK2 Ruperto M. Sediego
SK2 Arnel P. Torio
EM1 Anthony L. Benson
SK1 Anthony D. Brown

MM1 Rory S. Majors
SK1 Ferdinand M. Pallesco
SK1 Johnny T. Parker
IT1 Christopher L. Richardson
SK1 Mario E. Siqueiros
GS1 Marcos L. Vitug
SK1 Sand D. Watkins
SK1 Enrico J. Yeatts

Outstanding efforts in support of the commercial activities study of the retail supply operations

Fred Rible, Code 40
Ben Aginiga, Code 90
Tina Porter, Code 90
John Lagrua, Code 90
Teresa Ramos, Code 90
Mary Wall, CNRSW N04CS
Linda Willis, HRO
Lynda Hall, Code 200
Sheila Wasson, Code 200
Robert Pope, Code 123
Sylvia Geering, Code 121

Dan Riem, Code 100K
Tom Nelms, Code 140C
Wes Dawson, Code 100D
Rose Pachucki, Code 100D
Jerry Giacalone, Code 100D
CDR Cliff Noe
LCDR Tiffany Schad
CDR Steve Haveranec
LCDR Dave Howell
Bruce Weidner, Code 101
Bill Weinfurtner, Code 40

Congratulations!

To SK2 Wendy Wegener and DC3 Michael Wegener on the birth of their baby boy born at Balboa Naval Hospital. Mother and baby are doing fine. Congratulations to the Wegener family!

Civilian Length of Service

Peggy Nelson-Jones (30 years service)

Navy and Marine Corps Achievement Medal

SK2 Ramiro Vazquezrivera

Letter of Commendation

Kim B. Longstaff, Code 005, for coordinating all facets of the visit by RADM Lee, Hyun Woo, commanding officer Naval Shipyard, Republic of Korea.

Jacqueline B. Todd, Code 10, for exemplary work on a team that applied best business practices to produce the NAVSUP's first Enterprise Architecture Common Requirements Vision document.

Letter of Appreciation

Manny Rosales, Code 112, for professionalism and customer support as LSR to USS *Bonhomme Richard* (LHD 6).

Recipient of command coin in appreciation...

LTJG **Andres Alcocer** for great work in support of RADM Lee's visit.

Request for annual leave donation

Fredrick Melanson, Code 111, has requested annual leave donations under the Voluntary Leave Transfer Program due to a medical situation.

Pictures, pictures, pictures

Milius shipmate



RDML William Kowba presents Pat Walsh, Code 240, a commendation from the commanding officer of USS Milius (DDG 69) for superior performance in providing technical expertise in his visionary approach to use of on board space enhancing the quality of life for all the ship's Sailors. Additionally, he assisted the ship with procurement options. According to the citation, Walsh's service makes him an integral part of the great warship and a true Milius shipmate.

Smiles for the new LT



Congratulations to HAZMAT's LT Lance Koelkebeck who was promoted to his current rank Aug. 2.

MOU for efficiency



RDML William Kowba, Commander, Fleet and Industrial Supply Centers, signed a Memorandum of Understanding Aug. 18, with CDR Arno Sist, contracting officer for Southwest Region Maintenance Center (left) and CAPT Joseph Corsi, SWRMC commanding officer. The agreement places greater responsibility for ship, boat and service vessel contracts on individual local offices and was signed in partnership with Commander, U.S. Fleet Forces Command; Commander, U.S. Pacific Fleet; COMFISCS; Naval Sea Systems Command; and Naval Supply Systems Command. The signing guarantees management of all ships and vessels under NAVSEA and affiliated offices.



Photo by Paul Stuhler

SK2 (SW) Salvador Hugo (above) and SK1 (SW) Sand Watkins (right) receive commendations for being named junior and senior Sailors of the Quarter. (See page 4)

SOOS



Photo by Paul Stuhler

I can't see you, but I know you're there

Terri Bratcher
FISCSD Training Specialist

If a team meeting is planned in various global locations and there's no one to create connectivity, do they still make a sound? The answer to this philosophical takeoff is no. I'm not just talking about getting "connected." Technologically, I'm talking about connecting on the human and social process in ways that build a successful team environment.

People have always worked and socialized in face-to-face groups. Today we no longer must be in the same building—never mind on the same continent—to work together. Like many organizations, we are gravitating more toward virtual teams that transcend distance, time zones and organizational boundaries.

The challenge lies in making the people-to-people interaction work across these boundaries. This is the part that is often overlooked in the knowledge sharing process. Tapping into the "social capital" is key to the success of all virtual teams.

Right about now you are probably wondering what "social capital" is – well, it's the resources available in and through personal and organizational networks. Any one person does not own these resources that include information, ideas, leads, support, trust and cooperation. These live in networks of relationships.

We need the "human capital" – the *what* people know such as their skills, knowledge and experience, but we also need to harness the *whom* they know by tapping into the quality and diversity of those personal and organizational relationships. When we align the two, we are able to create value, get more things done, reach goals and fulfill our missions.

For virtual teams, the formula looks like this – Purpose + People + Links = shared success. Selecting the right people for the team and then establishing a foundation of trust creates the people part. Building trust is crucial to team cohesion and survival.

To build on the trust foundation, one needs to create the link and get the virtual team acquainted. Although building relationships in this type of environment is difficult, it is not impossible. If a one time face-to-face meeting of the team is too costly, do the next best thing and invest in telephone or videoconference meetings. Same-time, Web-based interactive meeting technologies also work well. Build into these meetings' activities to allow the team to become acquainted not only with the purpose, but also with each other. Encourage sharing of interests, hobbies, work history, family life and personal expectations.

One such medium is the Naval Supply System Command's Web-based collaboration tool called "SiteScape."

Since SiteScape is on the Web, it allows everyone to easily communicate and share information in a secure environment. Additionally, it is accessible by desktop, laptop, or any personal digital assistant (PDA, i.e. Palm Pilot) that uses an HTML browser.

The tools provided offer a fun and easy way to work productively online with your counterparts here and across NAVSUP. Once familiar with the features offered, team workspaces can be created where forums, which foster communication among team members and other stakeholders can be established.

As a registered user, SiteScape can be used for a variety of things such as: hosting online discussions, sharing and revising documents and files online, conducting and participating in meetings online as well as real time chat sessions and quick messaging to team members, e-mailing other members from within SiteScape, scheduling meetings by using shared calendars and assigning and organizing tasks.

When we share knowledge in this collaborative method, we are creating and building our "social capital." In simple terms, it is doing what we did in the

The Back Page

FISC San Diego training calendar for September/October 2004

To enroll in any of the following classes, call (619) 532-2038 (DSN 522) or send an e-mail to FISCSD_training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to <https://knowledge.navsup.navy.mil>, select COMFISCS under the NAVSUP Enterprise drop-down menu, select FISC San Diego under the COMFISCS pull-down menu. Classes are held at the Navy Broadway Complex.

Balancing Work and Life Issues

Sept. 23, 8 a.m. - 4 p.m.

Bldg. 1, 3rd floor, Eagle Room

Teaching the Elephant to Dance

Oct. 21, 8 a.m. - 4 p.m.

Bldg. 1, 3rd floor, Eagle Room

Must be a manager, team leader or supervisor to attend this class.

sandbox, getting together outside a structured environment where we are brought together by shared expertise and experiences.

So I would like to provide all employees connected with a team or who are looking to establish a team to register for site use at the following URL: <https://collaboration.navsup.navy.mil>.

Once registered, an administrator to assist you in setting up a team workspace will contact you.

Like Bob Dylan said, "The times they are a'changin'" and so must we. So plan, participate, and know above all else, you're not alone – you are a pioneer on a journey in a new work environment.

Can you hear me now?

