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the Network

NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

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FISC San Diego wins third straight Community Service Flagship Award

Susan Civitillo
FISCSD Public Affairs

Fleet and Industrial Supply Center San Diego's Shore Intermediate Maintenance Activity site was awarded the 2003 Community Service Flagship Award in the Project Good Neighbor category by Commander, Navy Region Southwest. This is the third year in a row that FISC San Diego's SIMA site Sailors have won this prestigious award.

"Winning once is a remarkable achievement," stated RDML William A. Kowba, Commander, Fleet and Industrial Supply Centers. "Doing so three times in a row is well beyond remarkable. Extraordinary and incredible come to mind!"

FISCSD command master chief SKCM Ben Hebron is "on the ball" during a volleyball game with RMS students on Sports Day. Photo by Paul Stuhler



FISC San Diego SIMA site Sailors have set important community service goals – to build a community partnership, promote volunteerism and become great neighbors by being involved in community service activities.

These Sailors donate hundreds of volunteer hours each year in over 20 community service partnerships. Some of these partnerships include working with students at Edison Elementary and Roosevelt Middle Schools, assisting veterans and their families at the annual Stand Down for Homeless Vietnam Veterans, delivering hot meals to the elderly as part of the Meals on Wheels Program, and teaching about the dangers of underage drinking on behalf of Mother's Against Drunk Drivers (MADD).

In response to the national goal of greater volunteer community service, FISC San Diego established and has maintained a long-standing Partnership in Education Program with Edison Elementary and Roosevelt Middle Schools to improve the education, health, physical fitness and citizenship of the students, and to promote school-community relations. Sailors volunteer at many activities throughout the year to foster these relations, such as fundraising to cover the

costs of educational materials, holiday events, an Ice Cream Social, textbook distribution, and friendly competitions between Sailors and students on Sports Day.

During the 2003 Stand Down for Homeless Vietnam Veterans, four Sailors



FISCSD SIMA site Sailors serve ice cream to 9th grade students during a lunch time concert at Roosevelt Middle School. Photo by SK2 Maria Delgado

contributed 32 combined volunteer hours to serve as auxiliary security and assistance volunteers, providing much needed help for more than 700 Vietnam veterans and their families living in San Diego County.

Almost half of the Sailors at FISC's SIMA site are involved in the Meals on Wheels Program. These Sailors spent a combined total of 200 volunteer hours during the year delivering hot nutritious meals to needy elderly and disabled adults unable to provide for themselves.

See SIMA page 3

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Admiral's Quarters

The NAVSUP Corporate Climate Survey is once again being offered to all employees within the NAVSUP claimancy. The survey can be accessed Dec. 8 through Jan. 9 at <https://navsupsurveys.jax.disa.mil>.

I highly encourage all FISC employees to participate in the survey, which is both confidential and voluntary. Page 6 of this issue of *The Network* contains an article, which provides answers to the most frequently asked questions regarding the survey. Hopefully, this will serve as a helpful guide to those of you who may want more information on the new web-based system, how to take the survey, or issues of anonymity.

Remember, your input is valued and makes a difference!

The NAVSUP enterprise is embarking on a products and services (output) rationalization as a means to better understand and reduce total cost. This process focuses on the outputs of our work, as viewed by our customers. The objective is to understand our cost for doing business at the process level. The better understanding NAVSUP

enterprise leaders have of the outputs and costs, the better the decisions will be regarding funding and staffing.

For COMFISCS, the journey starts with clear definitions of products and services and their associated processes. Each product and service will have an assigned COMFISCS champion and each process will have an assigned COMFISCS lead. The champion and lead will be responsible for data collection and rationalization at the product, service and process levels. Over the next few months, the champions and leads, along with functional managers at each FISC, will be asked to identify how they propose to spend fiscal year 2004 allocated monies at a very detailed level.

This task will be easier in some of our process areas than others. Our current Cost Center structure is not the same as the proposed Product and Services structure. We currently have large funding pots that cross many products and services.

You will soon get more detailed information on the Products and Services Management Model. In the



future, we will redefine our financial structure to be in agreement with these products and services.

Finally, I want to extend my warmest wishes for a joyful and safe holiday season to you and your families. I look forward to working with everyone on the COMFISCS team during the exciting times ahead in 2004!

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.



Elliott Fields, COMFISCS executive director, prepares to cut the cake at an Oct. 28 ceremony to celebrate his promotion to Senior Executive Service. Standing in the background are CAPT Harry Davis, FISCSD executive officer, and Bob Vail, deputy director, Code 70.

Update your CAC now!

FISC San Diego Common Access Card users are requested to accomplish the following actions before **April 1, 2004** to ensure they are able to use the CAC for access to their NMCI e-mail accounts, and to Department of Defense/Department of the Navy Web sites which require DoD PKI.

To use the CAC for intended purposes on an NMCI workstation, the entry of a personal identification number is required. This PIN was set on the user's CAC when originally issued.

It is each user's responsibility to remember and protect their PIN. The CAC will automatically lock if the PIN is incorrectly entered three consecutive times. Only an operator at a RAPIDS terminal can unlock the CAC.

All users are requested to verify they know their CAC PIN by following the procedure described below. Users with forgotten PINs or locked cards must visit a RAPIDS workstation to have their PIN updated or unlocked.

Every NMCI user must also have a properly configured CAC containing valid digital certificates and associated cryptographic keys. Only a qualified RAPIDS operator can update a CAC configuration. Each NMCI user should verify whether they need to visit a RAPIDS workstation.

1. Any user with a CAC issued before May 19, 2002 must visit a RAPIDS workstation to get the DoD PKI certificates on their CAC updated. You must inform the RAPIDS operator to update your CAC with your NMCI e-mail address. Other items on the CAC will be updated automatically if the e-mail address is updated. You must know your e-mail address; RAPIDS personnel will not know this information.

2. Using the "ActivCard Gold Utility" currently installed on NMCI workstations, users can verify their PIN and view their DoD PKI certificates. Access this utility by left mouse clicking the "start" button in the lower left corner of the screen. Move your cursor to "Programs," then "ActivCard," then "ActivCard Gold," then click on "ActivCard Gold Utilities." The ActivCard Gold Utility will start and require users to enter their PIN (if the PIN is entered correctly, proceed; if not, you must visit a DEERS/RAPIDS station). After entering the correct PIN, left click the plus sign (+) next to "Digital Certificates" in the utility. The CAC should contain three certificates, that is, Identity, Signature, and Encryption certificates. If you do not have all three certificates, you must visit a RAPIDS workstation to get the DoD PKI certificates on your CAC updated. Even if all three PKI certificates are on the CAC, if the card was issued before May 19, 2002, it must be updated.

A RAPIDS workstation is located at Broadway building 1, 1st floor, Regional Access Control Office. Appointments are required for update and issuance of CACs. FISCSD personnel located at the Broadway Complex can call (619) 532-3302 for an appointment. FISCSD personnel located at Naval Base San Diego (32nd St.) can call (619) 556-9249, and at Naval Base Coronado (NASNI) call (619) 545-9501.

FISCSD personnel at other locations can visit RAPIDS workstations located at a PSA near their duty location.



LCDR Carl Taylor, Logistics Support Center director, presents Robert Legaspi with a plaque and letter of appreciation from USS Coronado (AGF 11). Legaspi, logistics support representative, was recognized by the Coronado for his "can-do" attitude, "team spirit" and for being an "invaluable member of the Supply Team." USS Coronado was decommissioned in November. Photo by Paul Stuhler

SIMA

continued from front page

And, one Sailor contributed more than 250 volunteer hours throughout the year assisting MADD by speaking at schools, civic group organizations and clubs about the dangers of underage drinking and solutions to prevent drunk driving.

RADM Jose Betancourt, Commander, Navy Region Southwest, commended all those who were nominated for the 2003 Navy Community Service Flagship Awards.

"Volunteerism is a traditional way of life for Navy members," said Betancourt. "These winning units and all nominated commands can take great pride in their people who invest their time and resources to assist fellow citizens and keeping America strong. Congratulations and well done!"

Video Teleconferencing at FISCSD has come a long way

Mike Yelda

FISCSD Training Specialist

Video Teleconferencing has come a long way since the system was first established at FISC San Diego in 1999. Located in the Presidential Room of the Command Support and Development Division, Code 70, our VTC operations are now very streamlined - utilizing one camera, one remote, two televisions, and ceiling-mounted microphones.

VTC is an excellent choice for meetings of a one or two-hour duration. It is not a good alternative for longer meetings or training sessions due to the limitation of individual interaction. Once dialed, most calls today do not experience any static or dropped connections as they did in the past.

Last year, our VTC operations were upgraded to ISDN (dial-up) capability,



NAVSISA's Josie McDole, Gary Lester and Buena Algosgo are among the growing numbers of employees utilizing Video Teleconferencing to conduct business at FISCSD.

which means that FISCSD is no longer completely reliant on NAVSUP headquarters for scheduling and initiating calls. Nevertheless, the bulk of our COMFISCS calls go through Mechanicsburg, Pa., because a "bridge" is required to conference with all of the FISCs simultaneously. A "point to point" call involves only two sites, whereas a "multi-point" call may involve numerous sites.

During a VTC, overheads may be shown on the system and a laptop may be hooked up to show a PowerPoint presentation.

The system is available to all FISCSD departments on a first-come, first-served basis. To schedule a VTC or for any inquiries, please contact Mike Yelda at 532-4730 or John McMillion at 532-4733.

New Tax Relief Act aids service members, families

K.L. Vantran

American Forces Press Service

Legislation signed by President Bush on Veterans Day increases the death gratuity payment to families of service members to \$12,000 and provides that the full payment is tax-free.

"That portion of the Military Family Tax Relief Act of 2003 is retroactive to Sept. 10, 2001, to provide for service members who died in the terrorist attacks the following day and in the ongoing global war on terror," said Army LCOL Janet Fenton, director, Armed Forces Tax Council.

"If you are killed on active duty, regardless of whether you're in theater, or in a training accident or die from disease, your family receives \$12,000 death gratuity that is not taxed," she added. "And that's a big change. In addition, any future increases to the death gratuity will remain tax free."

"The death gratuity has been \$6,000 since 1991, with half of it being taxed," said the director. "It just didn't seem to be fair for the military family who was left grieving for their service member to get hit with a tax bill."

"Capital gain exclusion for home sales is one of the most common areas people were looking for tax relief in," said Fenton. "This act will allow members to suspend the period of time which they have to sell their home and take the tax exclusion, so they won't have to pay that capital gains."

Fenton continued, "It's retroactive to 1997 so military members who have sold their homes since 1997 have one year from Nov. 11, 2003, to request a refund for any tax they did pay."

Since 1997, when the law was previously changed, if service members who owned a home got reassigned more than 50 miles from that home or was ordered to move on post, they were no longer able to roll over the gain

from that sale to the next home they purchased.

Also, since 1997, individuals could exclude up to \$250,000 (\$500,000 for married couples) of gain from the sale of a home if they resided in the home for two of the five years preceding the sale. Under this act, military and Foreign Service personnel can suspend (for up to 10 years) the time transferred away from home on official extended duty for purposes of applying the five-year portion of the two-out-of-five-year rule.

The 2003 act also includes above-the-line deduction for overnight travel expenses of military Reservists and National Guardsmen who have to travel more than 100 miles to attend drills or meetings.

"The act allows for an above-the-line, which means you don't have to itemize your taxes to take advantage of

See Tax Relief Act back page

Official Navy historians and foundation publish new Navy coffeetable history

Brian S. Chi

Naval Historical Center Public Affairs

The Naval Historical Foundation has just produced an exciting new book, "U.S. Navy: A Complete History." The 728-page book is a detailed, day-by-day chronology of the Navy's 228-year history, as compiled by National Museum of Naval Aviation historian M. Hill Goodspeed. It also features sidebars authored by official Navy historians, well-known naval authors and veterans.

This book follows the previous well-received coffee table book "The Navy," released in 2000.

"In addition to being a superb reference work, 'U.S. Navy: A Complete History' uses rarely displayed photographs and art from the collections of the Naval Historical Center," said David Winkler, the Foundation's historian and programs director.

This book chronicles not only the story of our Navy, but also of our country. As the nation grew in strength, so did its Navy. As the Navy changed during the years, its role and missions changed with it. Originally built to protect the Merchant Marine, it eventually grew to become America's global response force.

Throughout history, the Navy's tasks have varied from peacetime exploration to wartime operations against foes ranging from Barbary corsairs to today's worldwide terrorists. Until the turn of the last century, the Navy was kept at a relatively small size during peacetime, and ship numbers only increased significantly during war. This approach matured into keeping the peace through worldwide forward presence during the Cold War.



Occupation: Training Specialist

Birthplace: New Haven, Conn. - glad you didn't ask when!

I graduated from: West Haven, Conn.

What brought me into civil service: A friend who took me under her wing.

Hobbies: Singing, standup comedy, crafts.

Nobody knows I am: Painfully shy. Okay, stop laughing; especially those of you who know me!

Pet peeve: Rude, mean people and poor customer service anywhere, anytime - I will go to the mat over poor service.

If I could, I would change: Yes, that's right if I could, I would change!

Secret to success: Find the bless in the mess, keep a sense of humor and keep on keepin' on.

If I could do it over, I'd: Have learned to play piano as a child rather than struggling with it as an adult.

I'd give anything to have met: Any of the film stars of the 40s - Jimmy Stewart, James Cagney, Betty Hutton, June Allison, Gene Kelly and Judy Garland. They were all great to watch and I have a million questions I would have loved to ask them.

I've never been able to: Drive a car. But, being legally blind, I am sure no one would want me to!

The last good book I've read: Dick and Jane.

Favorite quote, motto or phrase: Feel the guilt and move on.

Favorite singer/group: Tim McGraw, for obvious reasons (great singer, and his other great attributes). Too bad Faith Hill saw him first!

I wish I could stop: Worrying about everything. Did that come out okay? See now I'm worried about that!

The one thing I like best about myself: Being able to connect with the folks who come to the classes I present. We learn, we share, and we have a good time while we are there.

I am most proud of: Being selected as the DoN Outstanding Employee with Disabilities for the year 2000. It was a great life milestone.

My most embarrassing moment: The list is long and distinguished, but one of the most was when my wrap-around skirt came unwrapped as I was walking to my seat in my high school cafeteria. I didn't realize it and wondered what everyone was staring and laughing at - oh, it's me! That's at the top of the list.

"This book will be a valuable addition to any ship's library and would make a great retirement or farewell gift. It's a wonderful historical reference that covers

the Navy from before the American Revolution through Operation Iraqi Freedom," said Winkler.

See Navy history page 9

CFC extended to Dec. 15

The deadline for FISC San Diego employees to contribute to the Combined Federal Campaign has been extended to Dec. 15. You can make a difference in the lives of those less fortunate. Your annual contribution of:

\$500 can provide food, clothing and shelter for three people left without money or belongings following a disaster such as our recent wildfires.

\$400 can fund an annual membership to a boys and girls club for 40 underprivileged children.

\$300 can provide 36 blankets to children in a refugee camp.

\$200 can buy schoolbooks and supplies for eight poor children for one year.

\$125 can make possible two nights of shelter and food for a battered woman and child, in addition to counseling and legal referral for the mother; or provide two months transportation to kidney dialysis treatment.

\$100 can immunize 20 children against measles, tetanus, whooping cough, tuberculosis, diphtheria and polio.

\$50 can make an important contribution to research that could help find the cure to many diseases.

CFC is our once-a-year opportunity to give to our favorite charities right in our workplace using the convenience of payroll deduction or through cash or check. It is an investment in our future. Past contributions have resulted in a longer life span, cleaner air and water, and major medical breakthroughs.

So, please don't delay - complete your pledge form today and turn it into your local key worker. You CAN make a difference!!

NAVSUP Corporate Climate Survey - frequently asked questions

1. Why is the Corporate Climate Survey being administered electronically rather than paper-based as in Rounds One, Two, and Three?

The web-based system will provide activities with survey results and analysis more quickly. In the past, all responses had to be manually input then analyzed. The time period in between survey deployment and results were a few months. The new system can provide results much more quickly. The system implementation also represents a cost savings of at least 50 percent from previous paper-based surveys.

2. Why was the Corporate Climate Survey taken offline in June 2003?

We experienced a series of information technology-related problems with the survey. A catastrophic software failure caused the loss of 500 responses. A number of people reported that they experienced a variety of error messages while attempting to take the survey.

The NAVSUP Executive Director tasked a Navy Supply Information Systems Activity group to determine the root causes of the IT problems we experienced. NAVSISA has validated and tested the software system and recommended the survey release. The survey questions were not changed.

3. If I responded to the survey in June, do I need to take the survey again?

We are starting anew now that the technical issues have been addressed. If you responded any time in June 2003, you will need to re-take the survey.

4. How do I take the survey?

The survey may be taken at work,



Members of FISCSD's ERP Support Division received the SMART ERP Award on Nov. 5 for their contributions to the SMART ERP project from May 2002 to March 2003. CAPT Harry Davis, executive officer, presented the award to Sharon Faunce, Elsa Escamilla, Harry Ornelas and Margit Austin. Photo by John McMillion

See Survey next page

Rumsfeld ready to restructure Defense workforce

Chris Strohm
GovExec.com

New personnel rules about to be developed and implemented at the Pentagon will give managers the flexibility to reorganize their offices and will help reduce the stress on uniformed and civilian forces, Defense Secretary Donald Rumsfeld said Nov. 21.

During a town hall-style meeting with civilian and military personnel, Rumsfeld lauded new personnel legislation approved by Congress earlier this month. The legislation gives Rumsfeld the authority to throw out the General Schedule classification system and replace it with a new pay-for-performance system.

The legislation allows Defense managers to hire highly skilled workers more quickly, promote top employees, and fire poor ones. Defense officials will also be able to rewrite the rules governing collective bargaining with labor unions and establish a new internal appeals system for employees to protest disciplinary decisions. More than 700,000 employees will be affected by the changes once they become law.

According to Rumsfeld, as many as 300,000 jobs currently performed by uniformed military personnel could be performed by civilians or contractors. New personnel rules will allow managers to reorganize their offices as needed.

"There are things that it makes sense for civilian employees to do; there are things that it makes sense for contractors to do; and there are things that it makes sense for people in uniform to do," Rumsfeld said. "Managers are much more likely to reach for the right solution now that this flexibility is going to be available to us and will be rolled in and implemented over the coming year."

GEN Richard Meyers, chairman of the Joint Chiefs of Staff, praised Defense personnel.

"You might spend the day manning the operations centers, chairing discussions, drafting plans for the future, providing administration and personnel support, or doing research and analysis, or the myriad of other things that we're involved in around here," Meyers said. "You don't make CNN or the Washington Post, or at

least not very often, and probably not on purpose. But what you do is incredibly important."

When asked whether the Pentagon might change its policy on promotions and forced retirements of military personnel, Rumsfeld said he believed Defense needs flexible rules that encourage people to remain in positions longer than they currently do. According to Rumsfeld, service members average 18 months in a post before they are transferred or promoted.

"It's not that everybody ought to necessarily serve a longer period in a given post, and it's not that everybody would necessarily want to stay in the service longer," he said. "But it seems to me that we ought to have a sufficiently flexible set of personnel rules so that people can, if they would like to and if it's appropriate, stay somewhat longer in their tenure."

Pentagon officials are also trying to determine if the size of the military should be increased, and will rebalance forces by moving some National Guard and Reserve capabilities into active duty and shifting some active-duty capabilities to the Guard and Reserve.

Survey

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from home, or from another location. Open the Internet Explorer web-browser to <https://navsupsurveys.jax.disa.mil>. Click on the "FIRST TIME USERS REGISTER HERE" button. You will then be asked to create your own username/word and password. The username/word and password must be at least one character in length and may contain any combination of letters (upper or lower case) and numbers. You will be automatically prompted thereafter.

5. If I take the survey online, how do I know that my responses won't be traced back to me?

Every effort has been taken to

preserve a respondent's anonymity. The server does not require a Navy/Marine Corp Intranet PKI certificate. NAVSUP does not administer the userids or passwords, therefore does not know who is registering unless you actually provide the information. Your frank and honest input is earnestly sought. NAVSUP's Anti-Retaliation Policy prohibits managers and supervisors from taking retaliatory action against employees because of their participation. If you believe you have been retaliated against, immediately contact your servicing Human Resources Office for assistance.

6. Who has access to the survey responses and electronic database?

Only the contractor, Resource

Consultants, Incorporated and NAVSUP's Command Deputy Equal Employment Opportunity Officer have access to the responses and electronic database.

7. How can I participate if I do not have access to a computer?

Commands will make available computer resources on site to those who do not have a computer at their workstation or access to a computer outside of work. If you still do not have access to a computer, a paper version of the survey can be obtained locally. A pre-addressed, postage paid envelope will also be provided to send your response directly to Resource

See Survey page 10

Fleet & Industrial Supply Center San Diego
Annual Holiday Luncheon

12:00 - 2:00pm, December 18, 2003

Marriott Mission Valley

8757 Rio San Diego Drive
(619) 692-3800

- Luncheon Buffet -

Bountiful Salad Bar

*Tossed greens, tomatoes, jicama, cucumbers, sprouts, radishes,
green onions and red peppers served with ranch and Italian dressings*

Antipasto Platter

*Assorted Marinated Italian Meats, Cheeses and Vegetables served with
Assorted Breads and Crackers*

Tomatoes with Eggplant, Feta and Basil

Cranberry and Fruit Salad

Rolls and Butter

Carved Roast Turkey

Salmon Florentine

*Whole side of salmon with spinach wrapped in a puffed pastry and served
with a lemon thyme sauce*

Yukon Mashed Potatoes and Gravy

Homestyle Apple Sage Dressing

Fresh Seasonal Vegetables

Assorted Desserts

Coffee, Tea, Decaffeinated Coffee and Iced Tea

NAVSUP automated Household Goods Survey now available

The Household Goods Division of the Naval Supply Systems Command has announced the availability of an automated Web-based survey that allows Navy personnel to comment on and provide ways to improve the household goods moving process.

Within 30 days after a Sailor moves, he or she will receive an e-mail that links to the survey Web site. The survey will allow program managers, moving counselors, and personal property offices to collect moving-related metrics and feedback about the moving process. Normally, the survey takes less than 10 minutes to complete and is available at <http://applications.navsup.navy.mil/hhg/>.

“Moving can often be a very stressful and time-consuming process. The new survey is a Fleet and Family Quality of Life initiative designed to improve the personal property moving experience for Sailors and their families from end to end,” said RADM Justin D. McCarthy, Commander, Naval Supply Systems Command. “We encourage Navy personnel to take the survey and let us know what we are doing right and, more importantly, what we can do better.”

Navy history

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“U.S. Navy: A Complete History” is available at retail and online bookstores, and through the online Navy Museum gift shop at www.navyhistory.org.



LCDR Carla Albritton was born in Monterey, Calif. The youngest of five children to Panamanian parents, Albritton was raised bi-lingual in Pemberton, N.J.

After graduating with honors from Pemberton Township High School, the former varsity cheerleader left her hometown for Annapolis, Md., where she would become the third sibling to graduate from the United States Naval Academy.

While at the Naval Academy, Albritton majored in Political Science, served as president of the Spanish Club, and continued cheerleading. After choosing the Supply Corps on service selection night her senior year, Albritton joined the ranks of the elite few.

Because of her Spanish proficiency, Albritton spent the first six months after graduation “stashed” as the assistant to the Defense Attache at the American Embassy in Madrid, Spain. In December 1990, Albritton went to Athens, Ga., to begin her Supply Corps Basic Qualification Courses.

Disbursing officer at the Personnel Support Detachment, Roosevelt Roads, Puerto Rico, was Albritton’s first assignment from 1991-1993. During this first tour, she attended night school and earned a master’s degree in business administration from the University of Southern New Hampshire. From 1993-1995, she served as the Stock Control Officer in USNS *Comfort* (T-AH 20) in Baltimore, Md. While in port Mayport, Fla., preparing for deployment to the Caribbean in support of Operations Uphold Democracy and Sea Signal, Albritton met her future husband, James, also a Supply Corps officer. They were married the following year and co-located as instructors in Athens, Ga., from 1995-1998.

After the tour in Athens, Albritton went to sea duty in Norfolk, Va., as the supply officer in USS *Arthur W. Radford* (DD-968).

After Mediterranean and Gulf deployments, four different commanding officers and one untimely collision, Albritton was selected as the executive assistant to the Vice Commander, Naval Supply Systems Command, Mechanicsburg, Pa. During this tour, Albritton had their first child, a son, named J.T., and she yielded to her passion of antiques and collectibles by becoming a licensed auctioneer.

In July 2003, Albritton was ordered to San Diego as COMFISCS Program Management Support. She resides in Chula Vista and is involved in her church’s children’s ministry.

Survey

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Consultants, Incorporated. We encourage you to use the online service. The driving cost saving factor is the reduction of manual data input. This cost savings will not be realized if a significant number of responses are received by hard copy.

If you have any other questions, please feel free to contact the contractor, Tony Rossello, at (717) 737-8030, or by e-mail to trossello@resourceconsultants.com; his representative, Jennifer Smith at (717) 591-3852 or by e-mail to jsmith@resourceconsultants.com; or NAVSUP's Command deputy EEO Officer, DeAnna Garrett at (717) 605-5335, (DSN 430), or by e-mail to deanna.garrett@navy.mil.

COMFISCS News Briefs

FISC Jacksonville employees transfer to FISC San Diego... FISC Jacksonville celebrated the stand up of the Financial Management Liaison Office in late October. Three employees transferred from FISCJ to FISC San Diego as part of the NAVSUP transformation initiative to align employees working in financial management into one organization. The FM Liaison Office staff in Jacksonville is locally referred to as the "Dream Team."



Karen Steineck, Cindy Hamann, Elvira Stephenson, Code 500, and CAPT Ed Naranjo, commanding officer, FISC Jacksonville, cut the ribbon to celebrate the standup of the COMFISCS Financial Management Liaison Office on Oct. 22. Photo by Beverly Taylor-Mack

FISC Jacksonville officer receives honors... CDR Kenneth E. Cuyler, FISC Jacksonville, received the Navy and Marine Corps Commendation Award (gold star in lieu of fourth award) for meritorious service while serving as deputy logistics officer for I Marine Expeditionary Force Engineer Group during Operations Enduring Freedom and Iraqi Freedom. While voluntarily deployed to Kuwait and Iraq, CDR Cuyler provided flawless logistics support for three regimental task forces of over 4,500 Seabees, Soldiers, and Marines.

FISC Pearl Harbor's Longshoring Branch supervisor receives award... Masa Oshiro, Longshoring Branch Supervisor, FISC Pearl Harbor, was awarded the 2003 Transportation Excellence Award. During fiscal year 2003, Oshiro directly supervised five deployments/redeployments of DoD forces from the Mid-Pacific Region. He and his team handled more than 10,000 MT of break bulk cargo from Military Sealift Command / Military Traffic Management Command vessels, supported numerous transiting Carrier Battle Groups and Amphibious Readiness Groups in support of Operation Iraqi Freedom, and loaded and offloaded hundreds of POVs under the OPLIFT program, saving military personnel thousands of dollars in shipping costs.

FISC Norfolk thanked for outstanding support... Once again the professionals of the FISC and Defense Distribution Depot Norfolk team provided USNS *Supply* (AOE 6) with a superb load out Nov. 17-18. The ship sent a special message of thanks to the Ocean Terminal team of **Steve Fisher, Rufus Strother, Clarence King, Charles McGill** and **Michael Higgins** for enabling *Supply* to "stand ready to support the Warriors of the USS *George Washington* (CVN 73) Carrier Support Group." Also thanked were FISCN Customer Service representatives **Al Ford** and **Rona Henry**.

HAPPY HOLIDAYS



Congratulations

Keiko Young, Code 52, for completing a 3-day, 60-mile walk on Nov. 23 to benefit breast cancer research.

Tammy Sanchez, Code 200, for being selected as a member of the DoN Acquisition Professional Community.

Letter of Appreciation

Michael Nye, Code 200, for contracting support provided to USNS *Mercy* (T-AH 19) by providing the crew with Government Commercial Purchase Card Training.

Pete Leary, Code 112, for support provided to USS *Elliott* (DD 967) as their logistics support representative.

Robert Legaspi, Code 112, for support provided to USS *Coronado* (AGF 11) while serving as their logistics support representative.

Tammy Sanchez, Code 200, for contracting support provided to FISC Norfolk during the last week of fiscal year 2003.

SKSN Richard Billingslea, Jr., **SK3 Carla Alicea**, **SK2 Linda Gandara**, **SK2 Manuel Gonzalez**, **SK1 Everett Benyard**, **SK1 Glen Zamora**, **SKCS(SW) Tomas Lustina** and **LTJG Mike Osoria** for support of the 2003 Logistics Support Center Symposium.

SKC(SW) Armando Ednalino, **SK1(SW) Joss Zolina**, **SK2(SW) Salvador Hugo**, **SK2 Ramiro Vazquez**, **SK2**

Mathouchanh Srioudom, **MS2 Michelle Rubio**, **SK1 Julius Letrago**, **SK1 Johnny Parker**, **SK2 Eric Yeatts**, **SK2 Raymond**



Pete Leary receives an award from CDR John Nolan, commanding officer, USS Elliott (DD 967). Photo by Paul Stuhler

Paguia, **SK3 Steven Coleman**, **SK3 Jesus Arceo**, **SW2 John Dewey**, **EO2 Aaron Brady**, **EO2 Todd Westlund**, **SK2 Melvin Calimag**, **EOCN David Nolen**, **BU1 Terry Bartlett**, **EM1 Gary Davis**, **SH1 Madeleine Uribe**, **MM1 Robert Alvarado**, **SKCS Tomas Lustina**, **SK1 Glen Zamora**, **SK1 Everett Benyard**, **SK2 Janeth Schneider**, **DK2 Philip Torrente**, **SK2 Ignacio Nunez**, **SK3 Carla Alicea**, **SK3 Tammy Taylor**, **SH3 Glenda Conde** and **SKSN Richard Billingslea** for volunteering for the 2003 FISCSD Supply Expo and Food Show.



RDML Kowba congratulates Tammy Sanchez for becoming part of the DoN Acquisition Professional Community.

Bravo Zulu Message

LCDR Ben Jenkins, **Steve Frey** and the entire **Fuel Depot Team** for their support during the recent cargo fuel onload and inspections onboard USNS *Walter S. Diehl* (AO 193).

Lito Camantigue, Code 112, for providing USS *Pearl Harbor* (LSD 52) with optimal logistical support as their logistics support representative.

Promotions

SK1 Anthony Brown
CM2 Scott Lewis
SK1 Patricio Cabrera
SK2 John Del Castillo
SW1 John Dewey
SK1 Alexander Norin
SK1 Wilbertmarck Visaya
EO2 Todd Westlund
SH1 Madeleine Uribe



RDML Kowba presents CDR Tim O'Brien with the Meritorious Service Medal.

Reenlistment

SKCM Ben Hebron
SK2 Horatio Green

Retirements

Larry Vail - 35 years

Letter of Commendation

SK2 John Del Castillo for performance of duties while serving at FISCSD from July to September 2003.

SK1(SW) Jose Medina for performance of duties while serving at FISCSD from July to September 2003.

Navy and Marine Corps

Achievement Medal

SK2 Sunday Adeoye for achievement as Administrative Department leading petty officer, FISCSD Naval Reserve Detachment 219, from October to June 2003.

SK1 Israel Lopez for achievement as leading petty officer, FISCSD Naval Reserve Detachment 219, from October 2000 through June 2003.

Navy and Marine Corps

Commendation Medal

CAPT Samuel Bogle for service as operations officer and executive officer, FISCSD Naval Reserve Detachment 119, from October 2000 through September 2003.

Meritorious Service Medal

CDR Timothy O'Brien for achievement while serving as P-3 Weapons Team lead and Industrial Support Department director, Naval Inventory Control Point Philadelphia, from November 2000 to September 2003.

Tax Relief Act

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this deduction,” said Fenton. She added that service members will “be able to deduct unreimbursed travel expenses such as lodging, 50 percent of meals and any transportation costs.” This part of the act is retroactive to Jan. 1, 2003.

“When the tax code changed in 1986, it said any military benefit existing in September 1986 would remain tax-free,” said Fenton. “However, it was always unclear whether military child care was included in that. This act merely makes it clear that those provisions of child care were intended to be tax-free to military members.”

The tax act also provides for extra tax-filing time for troops serving in contingency operations. The internal revenue code allows service members who are serving in combat zones or hazardous duty areas to have an extension of time - usually 180 days from the time the person leaves the combat zone — to file taxes.

“A lot of military operations don’t rise to the level of being declared by the president as ‘combat,’” said Fenton. “But there are several contingency operations where service members are outside the continental United States.”

The act also includes modifying eligibility criteria of tax-exempt veterans organizations; tax-free treatment of homeowners’ assistance program payments; suspension of tax-exempt status for designated terrorist organizations; and extension of victims’ tax relief to astronauts who die on space missions.

Emily Post is now Emily Post-It – Business “Netiquette” for online collaboration

Terri Bratcher
Training Specialist

Season’s Greetings everyone! Yes it is that time of year when we come together with family and friends to share in the joys (and the stresses) of the holidays.

There’s the planning, the shopping, the cooking and, of course, the parties. Some may be at the home of friends or co-workers, and some will most likely be with family. Whatever delightful event we attend, there is always some concern about the proper etiquette to put into practice – “Should I bring a gift to the hostess?” “Which fork do I use to eat what?” “Should chicken be eaten with the fingers?”

(Actually the fingers should be eaten separately... ha ha!) Anyway, you get the

idea. Thank goodness there are many places we can go for assistance to make sure we conduct ourselves properly so we get invited back again next year.

Well, we need to think along the same lines when it comes to conducting online business communication. Online communication takes planning, shopping for the right communities, brainstorming (the online version of cooking), and the joy of seeing the “party” or community be a success. But like planning for a holiday party, there are some stresses associated with properly conducting business online.

In our last installment of the Web Corner, you were introduced to NAVSUP’s web-based collaboration tool – our opportunity to share information, resources, and build communities for business improvement. But just like dinner at Grandma’s, participation in an online community needs to have some good guidance or “netiquette”.

So to make sure we are ready to collaborate, here are some quick guidelines for online participation:

1. Remember to always be professional; we can all agree to disagree, but always put principles above personalities.

2. Although this is a secure site, do not post anything you would not want to be seen publicly printed.

3. Do not discuss classified or confidential material online.

4. When responding in a forum, remember you are addressing everyone in the discussion. If you wish to discuss something that is not intended for the group, send the person you wish to collaborate with an offline e-mail.

5. Stay away from responding in **BOLD** or all UPPERCASE letters; not only is this hard to read, but it may come across as shouting by others in the group.

6. Be an active participant; check in regularly with your community and join in on the discussions. Don’t be afraid to ask questions or seek help when needed.

7. Take advantage of the fact that this is a medium that you can use any time, any place.

8. Respond to discussions or task in a timely manner.

9. Respect other members’ time and contributions.

10. Scan the input of others to determine the entire content of the discussion before posting a response.

11. If you are new to the community, briefly introduce yourself at the beginning of your post.

12. Avoid assumptions; ask to have something explained if there is a possibility you do not understand it.

13. Be a supporter and encourage participation from others in your community.

14. Be clear and concise.

Well, these are just a few of the guidelines to get us started. As users become more familiar with using NAVSUP’s collaboration tool, we will continue to build our “netiquette” norms.

Our online communities are what we make them – just like all those “offline” parties we attend. Having the proper guidelines assures we have a good time and that we will keep getting invited back.

