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the Network

NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

Volume 21 No. 11 November 2003

Priest selected as CHRIMP program manager

Kevin M. Priest has been selected as program manager of the Consolidated Hazardous Material Reutilization and Inventory Management Program under Commander, Fleet and Industrial Supply Centers / Assistant Chief of Staff for Regional Commander Support. Prior to his selection, Priest was a FISC San Diego hazardous material management analyst in Code 122.

As CHRIMP program manager, Priest is responsible for the implementation, operations and resource management of all hazardous material activities at Navy commands worldwide. He will also assist with

integrating CHRIMP into emerging Army, Air Force and Marine Corps Joint Environmental Material Management Service operations.

Priest says the vision of the Navy Hazardous Material Control and Management Program is to “establish an integrated system of



Kevin Priest is now responsible for the management of hazardous material activities at all Navy commands worldwide.

regional Hazardous Material Minimization Centers providing a total solution for afloat and ashore customers’ hazardous material concerns.”

And, he maintains that the key to program success is the implementation of CHRIMP business processes.

“The mission of Navy CHRIMP is

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Shaw chosen as eBusiness/Knowledge Management Division director

Darlene T. Shaw, a management analyst in the Fleet and Industrial Supply Center San Diego’s Business Department, has been selected as the director of the eBusiness/Knowledge Management Division.

As the eBusiness manager, Shaw is responsible for maintaining a strategic focus, and developing and supporting web-based Internet, Intranet and Extranet systems to support Knowledge Management and eBusiness for FISC San Diego and the Naval Supply Systems Command. She will work closely with the NAVSUP eBusiness and KM program managers, and various support contractors to develop cohesive and

executable plans for the development of these systems.

According to Shaw, the Navy’s definition of KM “can be viewed as a process for optimizing the effective application of intellectual capital to achieve organizational objectives.” This is translated simply by Navy KMers as “bringing knowledge to the tip of the spear.”

Shaw will collaborate with other senior personnel throughout the corporation to develop and support an enterprise-wide KM system. She is



Shaw develops and supports web-based Internet, Intranet and Extranet systems to support Knowledge Management and eBusiness for FISCSD and the NAVSUP claimancy.

tasked with identifying resource requirements and priorities, and developing FISC San Diego’s regional web-based system. And, she assists managers and staff to determine how technology and knowledge assets can be

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Admiral's Quarters

The fires that have ravaged San Diego County since Oct. 25 have affected all of us at FISC San Diego in some way. I want to extend my thoughts and prayers to those of you who have suffered loss during this tragic time. Despite the negative, there are many positive stories of heroism and compassion coming out of this terrible situation. Let us all try to focus on the positive.

I recently had the opportunity to visit FISC Yokosuka, the fifth of the six supply centers I have visited since mid-August. This was a wonderfully informative and educational trip. I learned of FISC Yokosuka's time and distance challenges, high forward deployed operating tempo and overseas location sensitivities. Under the precept of "a picture is worth a thousand words," this trip was of great value.

Wrapping up the worldwide FISC tour, I went from FISC Yokosuka to FISC Pearl Harbor by way of a visit to Guam. This was another very positive, eye-opening stop. The Pearl team is playing a critical role in supporting a spectrum of customers ranging from the repair efforts of the shipyard to the expeditionary requirements of Army units positioned at Schofield Barracks. Clearly, both overseas FISCs are well engaged in

delivering combat capability through logistics.

On Oct. 15-17, COMFISCS hosted a Metrics Caucus that included metrics points of contact and a number of functional managers from each of the six FISCs. The first requirement of the caucus was to validate current COMFISCS metrics from the NAVSUP

dashboard metrics reviewed monthly at headquarters. Plans for populating the Assistant Chief of Staff for Regional Commander Support dashboard metrics were also discussed. Finally, collecting performance metrics in each of the functional areas was accomplished.

The biggest challenge in the metrics arena is the population of the ACOS RCS metrics. With the validation of 1,100 individual data touch points across as many as 40 different installations nationwide, identifying responsibility and format for collecting the data into a functional management tool is a complicated undertaking. I will be taking my plan to the FISC commanding officers on Oct. 30 to get their feedback and suggestions for accomplishing this challenge.

On page three, you will find an article from RADM McCarthy on Change Management – an integral part of



NAVSUP's transformation effort. Within COMFISCS, I have decided to make organizational standardization the current priority for transformation. As such, this will be the first large-scale project to which we will be implementing Change Management

techniques.

The primary objective of organizational standardization is to create a FISC organizational model that will accommodate standard mission alignments, while at the same time allow tailoring to a specific FISC environment. Each supply center operates with a degree of autonomy due to the variety of services provided to customers in their respective regions. While this is good and necessary, it is equally important that we act as a single enterprise – one face to the customer.

In today's environment, organizations have to be structured and aligned to be responsive, flexible and continuously innovative. I appreciate everyone's efforts, hard work and dedication towards shaping our new organization.

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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Ghoulish fun at the Logistics Support Center!



There was no shortage of holiday spirit in the Logistics Support Center this Halloween. Subsistence Prime Vendor's John Young and Rena Guzman celebrated by dressing up as a wizard and Raggedy Ann. Photos by Bill Cording

Flashes from the Chief

Change Management Team

As you all know, we have been engaged in the process of transformation at NAVSUP. We have made tremendous progress and I thank you all for your hard work and support of this effort. As we complete the installation of our transformed organizational structure, we are now in a better position to serve our customers and accomplish our mission.

With the major organizational changes associated with our transformation efforts complete, we still have a lot of work to do in our continuing quest to drive down our costs and fully realize the intended benefits we envisioned when we embarked on our transformation journey. As such, we need to be sure we've put the necessary tools in the hands of our leadership to enable them to operate in a very fast changing world that will continue to challenge us—as people and as an organization—to continually look for new and better ways to accomplish our mission. In today's environment, managing change will be a continual challenge and we must get better at managing it and adapting to it to ensure our long-term success.

With this in mind, our Corporate Board saw the management of change as a strategic issue for the enterprise and as a result, has decided to charter a Change Management Team (CMT) focused on developing our leadership capabilities in this area. The CMT at NAVSUP will be staffed with resources distributed across our enterprise.

The mission of this team is to accomplish the following:

- Increase the realization of business benefits from major change initiatives
- Strengthen capability to execute change initiatives successfully
- Increase change capacity and agility of our people

Mark Deebel has been selected as the leader of the Change Management Team. He reports directly to the NAVSUP Chief of Staff. In addition to Mark, Tim Pentaleri - COMFISCS, Lynne Krause - NAVICP, Rich Franklin - NOLSC and Elaine Witmer - NAVSISA have been appointed by their commands as members of the core team. Team members are staffed to the Executive Directors of their respective organizations. This team will be supported initially by ODR, a change management consulting firm who we



RADM J.D. McCarthy

have contracted with to support this initiative. I have asked Ruth Sanders to take on the responsibility of CMT executive sponsor on behalf of the Corporate Board.

This initiative will help all of us, at every level within NAVSUP, to be more successful with managing change now and in the future. Over the course of the next year the team will involve many of you in assessments, action planning, project execution, coaching, and training activities and will work with the Corporate Board to help us become a more agile enterprise.

I ask for your active support of this initiative and for your participation in the process and activities that will result.

Advanced Management Program – FY04 Dates

As the Navy's business leader, the Naval Supply Systems Command must constantly update the education and skill sets we provide our managers throughout their career. We have made great strides through attendance to postgraduate school programs for our lieutenants and lieutenant commanders, civilian career development courses, and executive training programs for our recently selected captains. However, more can be done for the professional development of our commanders and GS-13s and 14s.

With this in mind, the Advanced Management Program (AMP), offered by the Tench Francis School of Business, bridges the education gap by creating a longer return on investment in management education for our middle managers and future executive leaders.

Admiral Vern Clark, Chief of Naval Operations, referring to AMP, has said, "We must continually focus on our management abilities. There are unique skill sets that we must develop as we achieve positions of greater responsibility in this organization.

Financial literacy, cost benefit analysis and executive development are all skills each one of us can improve upon to make our organizations more effective and more efficient. The skills delivered here benefit the entire Navy."

AMP is a three-week course equivalent to civilian executive education programs. Located at the Navy Supply Corps School in Athens, Ga., the AMP Program is designed for

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ISSOP Department realigns from FOSSAC to FISC San Diego

As a result of the disestablishment of the Fitting Out and Supply Support Assistance Center under the Naval Supply Systems Command Transformation process, the realignment of the Inter-Service Supply Support Operations Program from FOSSAC to FISC San Diego became effective Oct. 1.

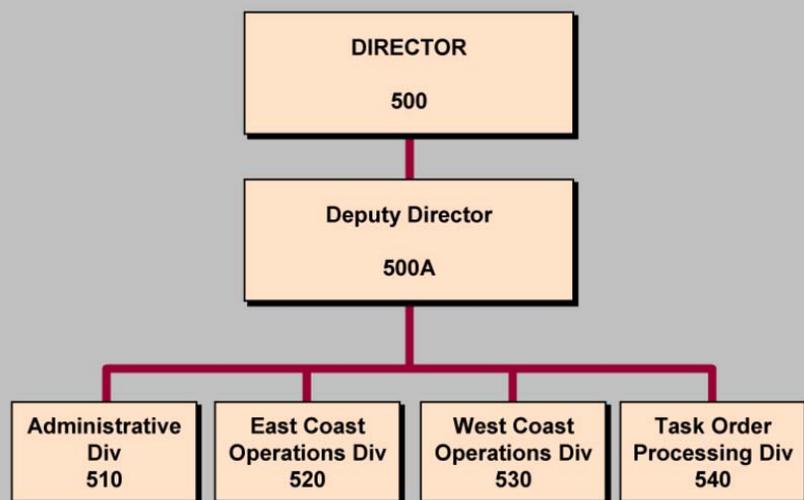
The ISSOP Department (Code 500) provides central management and fiscal oversight of the ISSOP program and acts as technical advisor to the Commander on program management of reimbursable logistics and services requirements. They provide contract support services and facilitate liaison between the Procuring Contracting Office/Administrative Contracting Office, ISSOP program management staff, customer activities and contractor management as necessary to ensure effective delivery of services.

Code 500 employees are located on both coasts of the U.S., allowing program management of contract support services through direct customer interface and close liaison with the contract service provider. There are nine employees currently located at FISCSD under the West Coast Operations Division.

Roberto Felix, deputy director, West Coast Operations Division, says that overall the transition to FISCSD has gone smoothly.

“While the way we are aligned may be different, the way we perform our jobs to provide the best possible support services for the customer hasn’t changed and we are still quick and flexible. All in all, the transition is going well and we have even added a few more customers as a result,” said Felix.

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO INTER-SERVICE SUPPLY SUPPORT OPERATIONS PROGRAM 500



W-2s now available electronically

Since September, Navy members who request or already have a myPay Personal Identification Number and access myPay are consenting to receive their 2003 W-2 electronically via their myPay account.

The consent to receive an electronic W-2 will remain in effect each year, unless the member makes an election to receive a hardcopy W-2. The electronic W-2 will be available yearly on myPay and will be available for the entire year. The electronic W-2 will discontinue if the member separates without retirement. If a member is separated, the W-2 will be available for one year after separation. Military retirees will have the capability to receive an electronic 1099R through myPay.

For members who want to receive a hardcopy W-2 in the mail, they may either use myPay or submit a written request to their local Disbursing Office. However, this option is not available for W-2s that have already been provided electronically before the hardcopy option is selected. Members will still be able to view their W-2 on myPay.

To change the W-2 election from electronic to hardcopy in myPay, members should follow these steps:

To ensure that members receive an electronic or hardcopy W-2 there will be a no change period that will run from Dec. 1 through Jan. 31 of each tax season. During this period members will not be allowed to change their W-2 print election on myPay, but may request a hardcopy W-2 by contacting their local disbursing office.

A LES remark will be posted to members October, November, December and January LES advising them of the electronic W-2 delivery method. Access to your W-2 will be available at <https://mypay.dfas.mil>.

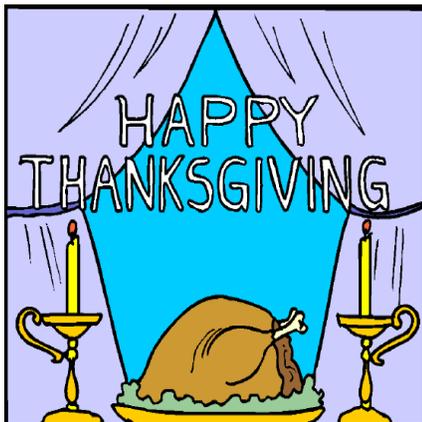
DFAS myPay customers cautioned against 'look-alike' sites

The two million military and civilian users of myPay are being cautioned to use only the official myPay site (<https://mypay.dfas.mil>) when seeking to access pay account information.

"Personal information is valuable and should be safeguarded," said Claudia L. Bogard, director of Corporate Communications for the Defense Finance and Accounting Service. "Don't provide your personal information to any Web site unless you know it can be trusted."

Look-alike sites have recently frustrated myPay customers who have been confused by accidentally finding their way to a commercial site that is in no way affiliated with DFAS or the Department of Defense.

DFAS' myPay is a secure, DFAS-operated Web site that lets active duty, National Guard and Reserve military members, civilian employees, and military retirees and annuitants take charge of their pay accounts online. The DFAS myPay Web site is found at <https://mypay.dfas.mil/>.



Occupation: Supply Technician, Logistic Support Center.

Birthplace: Washington D.C.

I graduated from: San Diego State University, master's degree in public administration, 1990.

What brought me into civil service: I was working as a Naval Reservist in the Comptroller Department and thanks to Mrs. Carol Lornes, I decided to submit an application.

Hobbies: Jogging and reading.

Nobody knows I am: An amateur boxer.

Pet peeve: Working in customer service, I find it very annoying when there are three people at the counter needing help, the phone suddenly rings, then the emergency faxes are coming in, a co-worker walks up for a quick question...

If I could change something, I would change: Nothing. There is a lot of beauty in life if you look for it.

Secret to success: Pursue the good things that motivate you and make you move forward in life and use all the gifts in a positive way.

If I could do it over, I'd: Have spent more time with my daughter, and now she's passed on.

I'd give anything to have met: Dr. Martin Luther King or John F. Kennedy.

I've never been able to: Say no to someone in time of need. I'm always lending a helping hand.

The last good book I've read: "My American Journey," by Colin Powell.

Favorite quote, motto or phrase: "Ask not what your country can do for you, but what you can do for your country." - John F. Kennedy, 1962.

Favorite singer/group: Lyrically, Smokey Robinson.

I wish I could stop: My wife from shopping and getting what she wants.

The one thing I like best about myself: My compassion, unselfishness and sensitivity to others feelings.

I am most proud of: My family, especially my granddaughter. Also, as a member of the U.S. Boxing Team, I won the Gold Medal in Thailand's Kings Cup Boxing Tournament. Mostly, I am proud of being the first middle-weight American Champion and only the third American at that time to win this tournament! In addition, I was a Navy Reserve Officer (LTJG), left for a year and presently back in the Reserves as a volunteer - totaling 27 years and still serving!

My most embarrassing moment: I was eating Pete's biscuits without paying attention. Pete is my grandfather's dog!

CNO says combat operations lay foundation for future Navy

Chief Journalist Walter T. Ham IV,
CNO Public Affairs

The lessons learned from combat operations in Iraq and Afghanistan laid the foundation for the Navy of the future, Chief of Naval Operations ADM. Vern Clark said Oct. 8, at the U.S. Naval Institute's Warfare Symposium, a two-day gathering of naval leaders and institute members to discuss Operations Iraqi Freedom and Enduring Freedom.

The CNO said superior readiness allowed the Navy to give the president more options and bring more firepower to the fight during Operation Iraqi Freedom. Seventy percent of the Navy's surface ships and 50 percent of its submarines were deployed, including seven carrier strike groups, three amphibious ready groups, two amphibious task forces, and more than 77,000 Sailors and Marines.

"I think we ought to be able to offer that kind of response every day of the week," CNO said.

"Readiness counts. One of things that we're talking about doing is to make sure that as an institution, we establish a set of attitudes that reinforces that we are going to live a lifestyle of readiness. We are going to insist on a culture of readiness."

Clark said future deployment schedules will be based less on the old six-month "heel-to-toe" deployment cycle and more on mission requirements, which will make the Navy more flexible and less predictable.

"I believe that predictability can be a liability," Clark said. "I believe that the Navy has been too predictable. If you want to know what we are planning to do next, you just need to go to the Navy exchange and ask the cashier, and they will give you our schedule. I think we need to think about new ways to do this."

Clark added that by early next month, the Navy will be "re-cocked and



ADM Vern Clark

ready again, just like it was the third week in December" prior to Operation Iraqi Freedom.

"We need to think in terms about our ability to respond, our ability to surge," Clark said. "We want to recognize that the world of tomorrow is a more uncertain world than the world we live in today - and we are going to be ready to respond."

CNO stresses opportunity for all

Chief of Naval Personnel Public Affairs

The Chief of Naval Operations did not mince words on his vision for Sailors who will lead the future Navy, saying we need to "create a sense for everyone that the Navy is committed to their personal growth and development from the moment they begin naval service."

ADM. Vern Clark made his comments Sept. 22 to a team of more than 40 Sailors and civilians, officer and enlisted, who make up a working group

focused on diversity in the Navy. The group's mission is to provide fleet perspective on the Navy's diversity definition, vision and mission. It does this by calling on everyone's experiences and backgrounds to hash out the need to focus on diversity and communicate that need.

"We are moving toward the future to create the 21st century Navy and 21st century human resources system for that Navy," said Clark. "This Navy will rely on one of our unique asymmetric advantages - the genius of our people."

Members of the team Clark addressed include representatives from Commanders of the Pacific and Atlantic Fleets, as well as various other commands from around the world.

Master Chief Fire Controlman (SW) Bobby Maddox, equal opportunity advisor for Afloat Training Group Pacific, said, "The fleet is mission ready now, but I wonder how much more ready we could be if we expand the talent pool of our Sailors."

"What everyone brings in to the Navy based on their own experiences and education - their personal tool box - is what we'll need to use against the enemy of tomorrow."

CNO emphasized the importance of education in creating the 21st century Navy, saying, "The force of the future will be much more highly educated."

Explaining the need for a more educated force, Clark said, "The DD(X) we'll employ in the future will have closer to 100 Sailors than the 300 Sailors we have on destroyers today. These 100 or so Sailors will have to be the best, most talented Sailors we've ever seen."

Clark addressed the question of why the Navy is focused on a strategic diversity agenda, and issued a call to action by saying, "We live in a world, like it or not, where we're judged. If others don't see something happening, they assume you're not working."

See CNO next page

CNO

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In the short term, this explains the Navy's commitment to diversity, but for the long term it's insufficient, said Clark. "We can't have the Navy of the future without a strategic focus. This strategic focus on diversity - much more than the visual of someone's race and sex - is about giving everyone a chance to make a difference."

Responding to the CNO's challenge, the working group is broken down into four distinct teams, each tasked with specific goals and objectives. The four groups are recruiting, development and training, organizational alignment and communications. These groups match the organizational pillars of the Navy's strategic diversity initiative, which are designed to achieve the vision Clark described.

The Recruiting team will work on ways to ensure recruiters have the tools necessary to bring in the broadest talent pool available across the country. The Development and Training team will work to ensure every Sailor and civilian working in the Department of the Navy not only understands how having a diverse workforce helps make the Navy more combat capable, but experiences the vision Clark described. The Organizational Alignment group is chartered to make sure the work supports CNO's Sea Power 21 plan. And the Communications team is tasked with increasing general diversity awareness, why it's important to the Navy of the future, and how it will help preserve opportunity for Sailors and civilians.

"Your work is important to the institution," said Clark to the group. "While it's wonderful that we're winning the battle for people, we should all be proud of the highest retention we've ever seen, and manning and readiness have never been better. There is no better time than now to spotlight diversity."

Ash and debris clean up

What to do when ash stops falling

Tips for cleaning homes, vehicles, yards

Falling ash is a problem while fires continue to rage throughout San Diego County. But after the flames are gone and it stops coming down, cleaning the house, car, boat and yard will be a problem. Runoff water filled with ash can clog storm drains and pollute waterways. Precautions need to be taken to minimize the impact, including:

- * Determine if ash and debris can be contained and cleaned up without washing material into the storm water system
- * Wash ash and debris into landscaped areas wherever practical
- * Use a damp mop to clean ash and debris from small areas
- * Dampen accumulated ash and debris and scrape or vacuum it up using a vacuum with adequate filtration
- * Take vehicles to a car wash or wash vehicles over a vegetated area such as a lawn
- * Redirect downspouts to landscaped areas when cleaning off roofs
- * Use a high efficiency HEPA-type vacuum to clean indoor carpets
- * Use a damp cloth to pick up dust from smaller surfaces like counters
- * Use a damp mop for non-porous surfaces like tile or vinyl floors

For more detailed information on ash cleanup, visit the County Department of Public Works Web site at <http://www.sdcounty.ca.gov/dpw/watersheds/stormwater.html> and the Regional Water Quality Control Board Web site at <http://www.swrcb.ca.gov/rwqcb9/>.



FISC San Diego kicked off the Combined Federal Campaign on Oct. 2. Jane Allen from the Make A Wish Foundation shared an inspirational story with employees attending the CFC Kick Off event held in the Pacific Room in Broadway building 1. Employees are encouraged to support the CFC and help others in need, either through payroll deduction or a one-time donation. Any amount given adds up to a great total contribution for the CFC. To obtain a pledge form, see your local CFC Key Worker.

Travel Advisory

Most employees believe that they're generally free to use rental cars for whatever purposes they wish while on business travel. They understand that the

government will not reimburse them for any additional expenses not related to official travel, such as additional gas, and that there are potential liability issues when using the vehicle for personal rather than official use.

The JTR, paragraph C2102E, and the JFTR, paragraph 3415G, limit the use of such rental vehicles to official purposes which is defined to include "transportation between places where an employee's presence is required incident to official travel; between such places and places of temporary lodging when public transportation is unavailable or its use is impractical; and between either of the foregoing places and to places necessary to obtain suitable meals, drugstores, barbershops, places of worship, cleaning establishments, and similar places required for the sustenance, comfort, or health of the employee to foster the continued efficient performance of government business."

Use of the rental vehicle for sightseeing or other personal entertainment purposes is **not** authorized.

For more information contact Barbara Amster at (619) 532-2197.



NAVSUP announces revised CMDP

The Naval Supply Systems Command has revised its Corporate Management Development Program for fiscal year 2004. The primary purpose of the 18-month CMDP is to develop leaders who will enable NAVSUP to operate as a high performing organization that delivers combat capability through logistics.

The revised program remains a two-track (CMDP I and CMDP II) management development program. However, requirements for each track have been modified.

The CMDP II applications will be accepted through November 14, 2003. CMDP II is an 18-month-long program open to NAVSUP claimancy employees in grades GS-13 and 14. CMDP II members remain in their current positions and participate in wide-ranging, career-broadening work experiences and training opportunities. This track is designed to develop senior-level employees into more effective leaders.

The program's developmental requirements center around successful completion of the United States Department of Agriculture's Executive Potential Program. The major components of the EPP include: an orientation session; training concentrated on benchmarking and the Office of Personnel Management's Executive Core Qualifications; two developmental opportunities; a Leadership Effectiveness Inventory; a Leadership Team Project; a shadowing assignment; senior executive interviews and graduation week activities.

The EPP requirements will be modified to incorporate one 60-day and one 120-day developmental opportunity for CMDP II, versus the two 60-day opportunities normally required for EPP. In addition to EPP, CMDP members will be required to attend the National Security Decision-Making Seminar and the Advanced Management Program.

Selectees for FY 04 will be announced in early February 2004. The program begins March 14, 2004.

The NAVSUP Civilian Executive Advisory Board, composed of NAVSUP Senior Executive Service members, provides oversight for this program. Questions about the CMDP may be referred to Ms. Pat Guest at (717) 605-1861, (DSN 430).

Copies of the program announcement and the application package will be available on the NAVSUP Web site at http://www.navsupsup.navy.mil/our_team/cwpo/learn/cmdp.jsp on October 1, 2003.

TSP Open Season

The Thrift Saving Plan open season runs from Oct. 15 through Dec. 31. During this period you may increase, decrease or stop the amount you currently contribute to TSP.

CSRS employees may now contribute up to 9 percent of their basic pay and FERS employees up to 14 percent. The total amount of TSP contributions cannot exceed the Internal Revenue Service annual limit for elective deferrals. The elective deferral limit for 2004 is \$13,000.

TSP changes can be made either through the Employee Benefits Information System (EBIS) at <http://www.donhr.navy.mil/> or by calling the Benefits Line at 1-888-320-2917. Hard copy election forms will NOT be accepted.

Depending on when TSP elections are made, TSP changes will be reflected in paychecks received on Jan. 2, 16, or 30, 2004.

A useful booklet entitled "Summary of Thrift Savings Plan for Federal Employees" is available from the TSP Web site at <http://www.tsp.gov/forms/tspbk08.pdf>.

AMP

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officers and civilians with significant responsibility and exceptional records of achievement.

AMP is an innovative program that prepares experienced middle and upper middle level managers for the leadership challenges of the future. It incorporates workshops and traditional learning to develop key competencies needed for higher levels of strategic leadership. Advanced management development is a process which begins with the identification of competency gaps, proceeds through self-paced group learning, and culminates in practice and application.

Leaders of the future will face challenges due to rapid change and instantaneous information exchange. AMP provides the tools necessary to formulate and implement strategy, develop and manage networks of

CNO nominated for second term

Secretary of Defense Donald H. Rumsfeld announced today that the President has nominated Navy ADM. Vernon E. Clark for reappointment to the rank of admiral and for reappointment as Chief of Naval Operations, Washington, D.C.

“We must challenge every assumption and search for new and better ways to accomplish our tasks. We must refine requirements, conduct innovative operations, and optimally allocate resources to achieve efficiencies and recapitalize the Fleet.”

CNO Guidance 2003

people, and incorporate experiences into a broadened policy-level perspective.

Through topics such as activity based costing/management, benchmarking, metrics management, managing organizational change, competitive strategy and execution, e-business, Enterprise Resource Planning and information systems solutions, AMP hones managerial and leadership skills.

After completing AMP, graduates will be able to coordinate functional areas to support overall strategy implementation, formulate customer driven strategies for leadership in quality, cost avoidance and service, and improve the organization's mission support capability.

Upcoming fiscal year 2004 class dates are:

March 1-19, 2004

June 6-25, 2004

August 8-27, 2004

Prerequisites: Must be an O-5, O-5 select or civilian GS-13/14

AMP recently received accreditation from the American Council on Education for three graduate level management credit hours. The information is available at <http://www.militaryguides.acenet.edu>. Course number A-8B-0060 applies.

Officers and civilians desiring to attend one of the FY04 sessions should complete the application found on the AMP web site at www.nscs.cnet.navy.mil/amp. Selection will be based on performance, current/future assignment, and availability.

Questions should be directed to LCDR Nick Rapley at (706) 354-7259 (DSN 354) or nick.rapley@cnet.navy.mil; or LT Monica Agarwal at (706) 354-7277, (DSN 354), or monica.agarwal@cnet.navy.mil; or amp@cnet.navy.mil.

I encourage all commanders and GS-13s and 14s to consider attending this course. Leadership skills such as those emphasized in the AMP course are essential to our continuing contribution to our Navy's Sea Enterprise initiative and to our purpose of "delivering combat capability through logistics."



FISC San Diego Training Calendar for November/December 2003

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 the FISC Employee Extranet at https://Extranet.sd.fisc.navy.mil/training_set.html.

Pre-retirement Planning

Nov 5-6, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Nautical Room

Better Business Writing

Nov. 19, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Eagle Room

Grammar Refresher

Nov. 12, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Pacific Room

Situational Leadership (Supervisory CBC Program Training)

Dec. 1-2, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Eagle Room

Myers-Briggs Team Dynamics (Supervisory CBC Program Training)

Dec. 3-4, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Pacific Room

DLA Customer Assistance Logistics

Dec. 9-10, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Synergy Center

The Leader's Portfolio (Supervisory CBC Program Training)

Dec. 10-11, 8 a.m. - 4 p.m.

BDWY Bldg. 1, 3rd Fl., Nautical Room

SSN no longer needed with checks at NEX

Kristine M. Sturkie

Navy Exchange Service Command Public Affairs

Navy Exchange customers in the continental United States, Guam, Hawaii and Keflavik, Iceland, no longer need to write their social security numbers on their personal checks when making a purchase. A change to the computer software now gives Navy Exchange cashiers the ability to input social security numbers directly into the cash register.

“We were aware of the security concerns our customers have had with writing their social security numbers on the face of their personal checks,” said Dick Garza, chief information officer at the Navy Exchange Service Command (NEXCOM). “We responded to their concerns by making a change to our computer software that will allow us to eliminate that requirement. Even though there has been no known case of identity theft connected to writing the social security number on checks payable to the Navy Exchange, this change will give our customers an added peace of mind.”

When a customer makes a purchase, his or her social security number will be electronically captured in the cash register, so the store can tie the sale to the check in the event the check bounces.

In addition, social security numbers will no longer be needed for layaways, special orders or refunds. The customer’s last name and phone number will be used instead. Social security numbers will also not be printed on any receipts.

Navy Exchanges in Europe and Japan expect to implement this new policy by the end of 2003.

Improving the Navy civilian job application process

Many Department of the Navy applicants have made suggestions for making the DoN online job application process easier. These ideas have been incorporated into a number of new application features that are now on the <http://chart.donhr.navy.mil/> Web site.

So what are these new features and how do they work?

Search for Jobs: Applicants asked for expanded job search capability. Now, you are able to search the entire list of the DoN civilian job opportunity announcements using such expanded criteria as Position Title Keyword; Job Series; Country, State and/or City; Pay Plan and/or Grade Levels; Lowest Acceptable Salary; Major Claimant; and Announcement Number. This new job search engine narrows your job search to announcements that meet your specific interests.

My Searches: Rather than having to do a daily job search, applicants asked to be automatically notified if a new job announcement was issued that met their interests. With **My Searches**, you can create up to five Search Agents that will conduct the search for you. If a new job announcement is issued that meets your Search Agent criteria, you will be notified by e-mail with pertinent announcement information.

My Account: Applicants said that managing their resume account password in the DoN Online Resume Builder was cumbersome. If you forgot your password *and* hint, human intervention was required. This has been fixed so that if you forget your password, your hint will be e-mailed to you. So be sure to give a hint that will prompt you to remember your password!

My Resume: One of the major concerns that applicants had with the DoN Online Resume Builder was that there wasn’t a way to easily locate and update new work experiences or education. The new resume builder tool, My Resume, contains capabilities that address this issue as well as other enhancements.

Apply Now: Many applicants said that they were confused by the Application Express and Take Me to the Resume Builder buttons that appeared on the bottom of our job announcements (namely, when to use one or the other button and how it impacts current resume on file). This confusion is eliminated with the new, single Apply Now button.

My Job Interests: One feature that many applicants requested was the ability to see the job announcements for which they have applied. Using My Job Interests, you can view where you have submitted a resume, when that resume was received, and for which announcements you are being considered. You may also request to be removed from consideration if you are no longer interested in the announcement.

My Status: The most requested change applicants wanted was real-time information on the status of their resume activity. My Status will provide this information. In addition, you will be given an option to extend your resume within 30 days of the resume expiration.

My Notices: Finally, communications with applicants will be enhanced. Through My Notices, you have access to important notices related to the recruitment process.

All of these tools are available now! Log onto the DoN Civilian Human Resources Web page at <http://chart.donhr.navy.mil/> and check it out.

Medina chosen as Senior Sailor of the Quarter

Storekeeper 1st Class (Surface Warfare) Jose Ramon Medina has been selected as FISC San Diego's Senior Sailor of the Quarter for fourth quarter fiscal year 2003 by RDML William Kowba, Commander, Fleet and Industrial Supply Centers.

SK1(SW) Medina serves as the Customer Service Division leading petty officer and Navy Enterprise Maintenance Automated Information System/Standard Application Products Material Requirements Processing controller at FISCSD's SIMA site. He also supervises five junior storekeepers and is responsible for their welfare, career awareness and training.

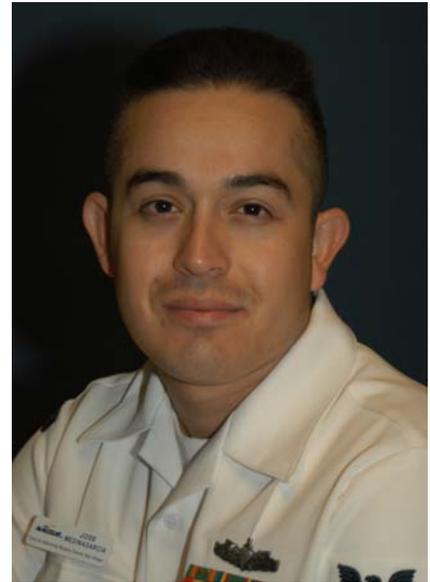
As a recognized expert in customer service and supply requisitioning procedures, Medina oversaw the daily validation, screening, processing and releasing more than 40,000 material requirements valued in excess of \$31 million from July to September 2003.

His collateral duties include serving as departmental training coordinator, repair parts petty officer training coordinator, president of the 1st Class Association, Combined Federal Campaign coordinator and member of the Supply Quality Assurance Audit Team.

Involved extensively in community projects, Medina volunteers his time to Roosevelt Middle School and Edison Elementary School. He also participated in Meals on Wheels, Christmas in July and the San Diego Chargers' 'Salute to the Military' half-time show.

Striving for self-improvement through education, Medina has completed five courses through San Diego City College with a grade point average of 3.2.

LCDR Alberto Cruz, FISCSD SIMA site director states, "SK1 Medina demonstrates unfailing diligence, aggressiveness, quality leadership and



SK1 (SW) Jose Ramon Medina

excellence. His outstanding leadership and superb management abilities place him among FISC's finest 1st class petty officers."

Del Castillo named Junior Sailor of the Quarter

Storekeeper 3rd Class (Surface Warfare) John Geoffrey Del Castillo has been selected by RDML William Kowba, Commander, Fleet and Industrial Supply Centers as FISC San Diego's Junior Sailor of the Quarter for fourth quarter fiscal year 2003.

SK3(SW) Del Castillo is an accounts payable storekeeper at FISCSD's SIMA site. He is responsible for processing over 300 monthly invoices for payment certification and submission to Defense Finance and Accounting Service and maintenance of all open purchase material requisition files.

Some of his accomplishments have been the timely execution of dealer invoices valued at over \$3 million to avoid interest charges, and processing



SK3(SW) John Geoffrey Del Castillo

financial adjustments to open purchase actions valued at over \$50,000. He has also devoted numerous hours reorganizing and relocating more than 21,000 credit card purchase folders and 9,000 open purchase contracts.

Del Castillo's collateral duties include serving as the recycling program representative and assistant urinalysis program representative.

Involved in the community, he volunteered at Roosevelt Middle School and the Meals on Wheels program.

"Petty Officer Del Castillo exemplifies the traits of a model Sailor," remarked LCDR Alberto Cruz, FISCSD's SIMA site director. "He is always courteous and enthusiastic, and his sharp appearance and military bearing have set the standard for all to follow."

Point, click, ship...DoD EMALL delivers one-stop support for the warfighter

NAVSUP Public Affairs

Imagine a one-stop shopping resource where purchase cardholders can find and acquire millions of consumable items and commercial off-the-shelf goods from suppliers and government sources 24 hours a day, 7 days a week.

Welcome to DoD EMALL.

DoD EMALL is an online catalog system containing over 12 million line items, available for purchase by Navy and other DoD customers. DoD EMALL features an advanced search capability, express shopping lists, saved shopping carts, payment options, and both national and regional catalogs. Users can access the DoD EMALL through One Touch Support using a single sign on.

DoD EMALL fully supports Javits-Wagner-O'Day (JWOD) programs, and identifies goods from mandatory sources. Customers can also identify "green" qualified, environmentally friendly items, and certified NSN equivalent items.

DoD EMALL provides the capability to store a vendor's catalog of items for sale, along with prices, delivery times, reference numbers such as part numbers and national stock numbers, pictures, specifications and other data to assist the customer in finding the required items. These items include millions of Defense Logistics Agency and General Services Administration managed stock numbers, which are available for order through DoD EMALL. A new DoD EMALL feature is On-Demand Manufacturing, allowing customers to contact suppliers who have the ability to manufacture a part to specifications in a paperless environment.

In February 2002, the Naval Supply Systems Command, Mechanicsburg, Pa., entered into a partnership with DLA, (the originator of the system and the executive agent for DoD), to use DoD EMALL as the online hosting and ordering system to support Navy purchase card users. To date, the FISC contracting centers have added over 35 commercial catalogs in support of historical purchase card buying patterns to meet the Navy's needs.

DoD EMALL provides a number of benefits for the customer such as reduced prices to the customer through negotiation with the vendor for discounted prices that more closely match wholesale rather than retail. The customer in many cases will see competition for items on GSA Schedules. Also, the customer will be able to identify mandatory source items, such as those that must be obtained from JWOD suppliers. The customer also can see Material Safety Data Sheets for hazardous items, if included by the supplier. Finally, customers are provided the convenience of online ordering at their workspace, rather than the inconvenience of driving from store to store or calling several vendors.

The vendor receives benefits, too. Accuracy of orders and purchase card information is greatly improved, reducing the likelihood of mistaken orders or charges. The vendor also reduces the amount of phone or counter time required with customers. The primary benefit to vendors is the increased exposure that their products receive, as catalogs are available regionally, nationally or globally, 24 hours a day, 7 days a week.

NAVSUP implementation of DoD EMALL is being led by market managers at each of the six FISCs located in Jacksonville, Fla.; Pearl Harbor, Hawaii; Puget Sound, Wash.; Norfolk, Va.; San Diego, Calif.; and Yokosuka, Japan.

To learn more about the DoD EMALL, click on www.DoD EMALL.dla.mil, or contact Betty Magaro at (717) 605-3706, e-mail to Betty.Magaro@navy.mil; or, locally, contact Karen Rainville at (619) 532-2655, e-mail to karen.rainville@navy.mil.

FISC San Diego Comptroller undergoes transformation

As a result of the NAVSUP transformation in the area of financial management, on Oct. 1, FISC San Diego's Comptroller organization was given overall responsibility for budget formulation, budget execution, financial management, managerial accounting, program analysis, performance measurement and financial services for FISCs San Diego, Norfolk, Puget Sound, Jacksonville, Pearl Harbor and Yokosuka. The Comptroller organization also provides local financial support services to five other FISC commanding officers and their personnel via a streamlined network of financial liaison offices.

The overall focus of the NAVSUP financial management transformation is to develop and implement standard business processes and systems for financial management operations. NAVSUP financial relationships with external organizations are not expected to change as a result of this initiative.

The effort so far has resulted in a functional concept of operations and organizational responsibilities for each transformed Comptroller organization in order to standardize all financial management operations within the NAVSUP claimancy

Chachi Gorman, Comptroller, had her responsibilities expanded to provide consolidated financial management support to all six FISCs. Gorman provides on-site financial services and support to the FISCs through five financial liaison offices. These services include OPTAR assistance, card management, travel processing, invoice

See Comptroller back page

Civilians now being charged fitness facility and group exercise class fees



Due to Appropriated Fund fiscal year 2004 budget shortfalls within the Regional Fitness and Recreation Program, it has become necessary to charge fees to help offset reductions effective Nov. 1.

Active duty, retirees, and Reservists will continue to use these facilities and classes at no charge. Department of Navy firefighters and police officers will be allowed to use fitness facilities free of charge if they are required to maintain a specific level of fitness.

Civilian employees, authorized guests and contractors will now be charged for using fitness facilities and participating in group exercise classes. Family members will also be required to pay fees for participating in group exercise classes.

Following is the monthly and annual fee schedule for the next fiscal year:

Month	Fitness Facility		Group Exercise	
	Monthly	Annual	Monthly	Annual
November	\$20	\$183.33 (11 months)	\$15	\$137.50 (11 months)
December	\$20	\$166.67	\$15	\$125
January	\$20	\$150	\$15	\$112.50
February	\$20	\$133.33	\$15	\$100
March	\$20	\$116.67	\$15	\$87.50
April	\$20	\$100	\$15	\$75
May	\$20	\$83.33	\$15	\$62.50
June	\$20	\$66.67	\$15	\$50
July	\$20	\$50	\$15	\$37.50
August	\$20	\$33.33	\$15	\$25
September	\$20	N/A	\$15	\$15

Daily fee schedule for the next fiscal year is as follows:

	Facility Fee	Exercise Fee
Family members:	N/A	\$2/class
DoD civilians:	\$2/day	\$2/class
Guests:	\$3/day	\$3/class



Defense Finance and Accounting Service launches NEWSWIRE

Bryan Hubbard

Defense Finance and Accounting Service Public Affairs

The Defense Finance and Accounting Service recently launched NEWSWIRE, a service that delivers news and information about defense pay, finance and accounting issues directly to subscribers' e-mail.

Anyone interested in staying current on finance and accounting issues facing the men and women who defend America can subscribe online at www.dfas.mil/news. The service is free of charge.

Subscribers will periodically receive news releases, features and helpful information about finance and accounting issues that matter most to Sailors, Soldiers, Airmen, Marines and civilian employees of the Department of Defense.

"Nearly 6 million people depend on DFAS to deliver pay and entitlements," said Claudia L. Bogard, director of corporate communications at DFAS. "The DFAS NEWSWIRE helps keep them up-to-date on policies, programs and events that can affect them."

DFAS also provides customers online access to their personal pay

information through myPay at <https://mypay.dfas.mil>, which delivers pay statements, tax documents and the capability to change basic accounting information online, instead of standing in line.

DFAS is the world's largest finance and accounting operation. In fiscal year 2002, DFAS paid 5.7 million people, processed more than 11.2 million contractor invoices, made 7.3 million travel payments and disbursed more than \$346.6 billion, while reducing overall costs to customers by \$144 million.

Priest

continued from front page

to minimize hazardous material inventory investment, provide the end user just-in-time requirements, cradle-to-grave hazardous material tracking for environmental reporting, and, through reuse, reduce the amount of hazardous material entering the waste stream,” reports Priest. “This is accomplished through a web-based data system at HAZMIN Centers afloat and ashore.”

Program management of CHRIMP includes dealing with multiple regional HAZMAT directors attached to the Naval Supply Systems Command’s six FISCs, as well as Commander, Navy Region Mediterranean; Commander, Navy Region Northeast; and the Joint Environmental Materials Management Service, Okinawa, Japan.

Priest is also responsible for the Enhanced CHRIMP Afloat Program,

providing contractor assistance to each ship for hazardous material requirements and ensuring all hazardous material offloaded is offered for reutilization at a shore-based HAZMIN Center. His program manager duties also include regular communications with Regional Commanders, Type Commanders, and representative from the various systems commands, or SYSCOMs, to provide advise and evaluate the effectiveness of the HAZMAT program.

CDR Mark Semmler, acting director of the COMFISCS Program Management Office, says Priest, who holds a master’s of science degree in environmental management from West Coast University, brings a unique mix of experience to the COMFISCS program management staff.

“Kevin has worked in the area of pollution prevention for many years.

During his military career, he helped develop CHRIMP while assigned to USS *Kitty Hawk* (CV 63) as assistant supply officer, and established a regional HAZMAT program during his tour at FISC San Diego. Following his military service, he continued to work on Southwest region HAZMAT programs, first as a contractor, then as a federal employee working at FISC San Diego.”

Program management of CHRIMP was transferred from the NAVSUP Deputy Commander for Fleet Logistics Operations (NAVSUP 04) to FISC San Diego as part of NAVSUP’s transformation initiative. FISC San Diego has been designated under the NAVSUP transformation as the lead FISC responsible for driving common supply center policies and business practices across all Navy regions.

Shaw

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applied to their program goals and improvements.

As the senior content manager for FISC San Diego’s Web sites, Shaw identifies resource requirements and coordinates the efforts of the command’s 13 other Web content managers. She serves as the single point of contact between FISC San Diego and external contractors and commercial hosting services for eBusiness-related systems.

Shaw has worked in the area of eBusiness and Knowledge Management for several years. During her career, she helped develop One Touch Support, a global network of resources and solutions in response to a single customer request. She led the project team, which redesigned the command’s public Web site and developed the Extranet, the command’s private Web site. She has also been a key player in other claimancy projects such as BASS and One Touch Employee, NAVSUP’s precursor to MyNAVSUP, a web-based source of enterprise knowledge and

information for employees.

Prior to her position in the Business Office, Shaw was a systems analyst in FISC San Diego’s Systems Integration Division where she was the project lead for many systems implementations including Site-to-Site, Online Replenishment Review, Distribution Standard System, and Burroughs to IBM mainframe conversion. She began her federal career as a NAVSUP logistics intern.

A cum laude graduate of San Diego State University, Shaw earned a bachelor of science degree in business administration, with an emphasis in Information Systems. She also holds a certificate in Web administration from SDSU and is a certified Knowledge Manager. She recently completed the eFellows Leadership program sponsored by the Council for Excellence in Government and is working on her master’s degree in educational technology at SDSU.

The eBusiness/Knowledge Management Division has been established at FISC San Diego as part of NAVSUP’s transformation initiative.

Nuevo: FirstGov to launch in Spanish

Gail Repsher Emery

On Oct. 16, the General Services Administration officially launched FirstGov en Español, the government’s first and only Spanish-language information Web portal, at www.espanol.gov.

FirstGov is the official Web gateway to U.S. government information. It is one of more than 20 cross-agency e-government initiatives.

FirstGov en Español links visitors to Spanish-language Web sites and Web pages available from the federal and state governments. FirstGov en Español will provide online information and services to the more than 26 million Spanish-speaking residents of the United States, according to GSA.

Condolences

Jun Garcia, Code 112, on the loss of his mother, Maxima Ascano Garcia.
Mike Stames, Technical Director, on the loss of his father, C. Alexander "Mannie" Stames.

Promotions

The following were selected for promotion to LT:

LTJG Danielle Chirco, Code 700
LTJG Oliver Jones, Code 122
LTJG Dara Rosenzweig, Code 100V
LTJG Chandra Weber, Code 100V

Navy and Marine Corps

Commendation Medal

CDR Michael Berry, for service as commanding officer, Naval Reserve FISCSD Detachment 419, from October 2002 through September 2003.

LCDR Carla Albritton, for service as executive assistant to the vice commander and Maritime ILS lead at NAVSUP headquarters, from July 2000 to July 2003.

SKC Robert Clark, for service as leading chief petty officer, Naval Reserve FISCSD Detachment 219, from October 2000 through June 2003.

Navy and Marine Corps

Achievement Medal

SK2 Ambrose Hawk, for achievement as NMCI coordinator, FISCSD, from April through September 2003.

SK1(SW) David Momberg, for achievement as Material Division leading petty officer at FISCSD's SIMA site, from November 2000 to October 2003.

SK3 Danielle Bottomley, for achievement as micro-purchase credit card buyer, FISCSD's SIMA site, from August 2001 to September 2003.

Congratulations

CDR Mark Semmler and **CDR Tiffany Schad**, for achieving Acquisition Professional qualifications.

Meritorious Service Medal

CAPT James P. Makofske, for service as

COMFISCS News Briefs

FISC Pearl Harbor awarded "Bronze Star" for regionalization effort... On July 7, FISC PH received the second Meritorious Unit Commendation in its 61-year history. The commendation, awarded by the Secretary of the Navy, is for valorous or meritorious achievement under combat or non-combat conditions. The MUC is considered the unit equivalent of the Bronze Star Medal awarded to individuals. The award was earned for "unparalleled success in implementing Regionalization." FISC PH civilian personnel will be presented with a MUC lapel pin, which resembles a small, green pennant. Military personnel will receive a ribbon. FISC PH received its first MUC in March 1990.

Decision reached in FISC Pearl Harbor Retail Supply A-76 Study... The retail supply operations of FISC Pearl Harbor will be retained in house. The decision is the result of a competitive study conducted in accordance with the Office of Management and Budget Circular A-76. The retail supply function encompasses requisition processing, receiving, storing, issuing, and distribution/delivery of supplies and material to Navy customers throughout the middle Pacific region, as directed by Commander, Naval Supply Systems Command; Commander, Fleet and Industrial Supply Centers; Commander, Navy Region Hawaii; Commander, Navy Region Marianas; and Commander, Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility.

FISC Jacksonville receives Bravo Zulu from Commander, Naval Air Force, U.S. Atlantic Fleet... The logistic warriors of FISC Jacksonville received thanks for their exceptional efforts in providing direct supply support to the Atlantic Fleet operating forces during Hurricane Isabel. During the 72-hour period of high-intensity weather conditions and subsequent power loss in Norfolk, the FISC Jacksonville team assumed control of aviation logistics support for the USS *Enterprise* (CVN 65) CSG and the USS *Iwo Jima* (LHD 7) ARG, and provided high priority requisition processing and material routing services. As a result, these groups continued to enjoy uninterrupted logistic pipelines, thereby contributing to sustained operational readiness. AIRLANT Chief of Staff CAPT J. D. Cloyd specifically thanked **CDR Cotton**, **LCDR Woodfin**, **LT Noble**, **SKCM Busjahn**, **Mary Jo Young**, **Larry Wilcox**, **Larry Pressy** and the **Logistics Support Center staff** for their superb efforts.

FISC Norfolk commended by USNS Supply (AOE 6) for outstanding support... The FISC Norfolk and Defense Distribution Depot Norfolk Team received a "heartly thanks and well done!" from USS *Supply* for the outstanding support provided during their deployment cargo load Oct. 14-16. The Ocean Terminal team of **Steve Fisher**, **Rufus Strother**, **Clarence King** and **Michael Higgins** were lauded for providing excellent pier-side support. Thanks were also extended to the Customer Service team of **Alma (Rona) Henry** and **Al Ford**.

commanding officer, Naval Reserve FISCSD Detachment 519 from October 2001 to September 2003.

Retirements

Carolyn Lornes, 34 years

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***For the record:** In the October 2003 issue "In the Spotlight" featuring MMCS Victor Lewis, it should have been stated that he is a Machinist Mate Senior Chief, attended and completed Machinist Mate "A" school, earned surface warfare qualification on board the USS *England* (CG 22), served at Submarine Base Pearl Harbor, Hawaii as a shop leader and served on USS *William H. Standley* (CG 32) as leading petty officer, Main Propulsion Division.

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Comptroller

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processing, civilian pay customer service, minor property/equipment management and prior year coordination. All other financial management functions are performed from the central Comptroller organization located at FISCSD.

Gorman's streamlined staff consists of two budget divisions - the Budget Development and Execution Division headed by Chuck Novak, and the Operation Funds Management Division headed by Don Ecklund. These divisions are comprised of specific program teams to support the various mission-funded and reimbursable program operations such as Industrial Support, Navy Family Support, Operating Forces Support, Operational Commander Support, Regional Commander Support, and International Logistics Support. The teams also support other functional programs such as inventory management and contracting, performed by the FISCs.

Sandy Johnson heads a third division, Financial Services, managing a diverse set of financial programs and services. Johnson provides support to COMFISCS in the areas of fiscal compliance and card management, civilian pay and personnel management, financial systems support, travel order processing and financial performance measurement, and liaison office supervision and integration.

All I really need to know...

Terri Bratcher
Training Specialist

This statement comes from the best seller by author Robert Fulgham, "All I Really Need to Know I Learned in Kindergarten." He goes further to tell us that, "Wisdom was not at the top of the graduate school, but there in the sandbox at the nursery school. These are the things I learned. Learn some, think some, play and work everyday. Share everything."

That last statement, "Share everything," is the basis for this Web Corner. When we were young, we were eager to share everything - sports trading cards, toys, secrets and homework answers. Sharing information, resources and knowledge is even more important today than when we were younger, yet we hesitate to communicate what we know.

To be effective in today's organization, we need to find a way to capture and share the knowledge we possess about what we do. One such medium that is available to all FISC employees is NAVSUP'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) that uses an HTML browser.

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

As a registered user, you can use SiteScape for a variety of things such as:

- Hosting online discussions
- Sharing and revising documents

and files online

- Conducting and participating in online meetings
- Real time chat sessions and quick messaging to team members
- E-mailing other members from within SiteScape
- Scheduling meetings by using shared calendars

-Assigning and organizing tasks
When we share and capture knowledge in this collaborative method, we are creating "Communities of Practice" or "Communities of Interest." In simple terms, it is doing what we did in the sandbox - getting together outside a structured environment where we are brought together by shared expertise and experiences and are eager to give and get more of both.

Employees are invited to register for site use at the following URL: <https://collaboration.navsup.navy.mil>. Once there, it will ask for the group to register - choose 'FISCSD Knowledge Management Advisory Board' and congratulations... you are now a member of the community!

Once you receive your user name and establish a password, you can take the 'User Tutorial' shown under 'Current Workspaces,' then click on 'NAVSUPHQ.' This provides more in-depth information regarding the features SiteScape provides.

Once registered, you will see under 'Team Workspaces' the 'FISCSD KM Advisory Board' tab. Click on the link and you will see to the right the title, 'Discussions and document sharing forums' and an item marked, 'Web Corner Feedback.' Click on the link and you can view a short PowerPoint presentation about collaboration and knowledge-sharing and post your feedback about SiteScape. This section will also be used for feedback on future Web Corner articles.

So get started and share and share alike!

