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NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

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New departments established to support COMFISC

Two new departments have been established at FISC San Diego to support the mission of Commander, Fleet and Industrial Supply Centers. They are:

COMFISC Program Management (Code 10)

COMFISC is responsible for One Touch Supply, Logistics Support Center, Navy Integrated Call Center, Distance Support, and regional HAZMAT programs for the NAVSUP claimancy. The COMFISC Program Management Office, Code 10, is accountable for the collective management of these programs across all six FISCs. Significant initiatives include developing a migration plan for Distance Support; clarifying roles and responsibilities between OTS, LSC and NICC; and establishing a Program Integration Team to improve OTS, LSC and NICC processes and

strengthen the relationship between these programs.

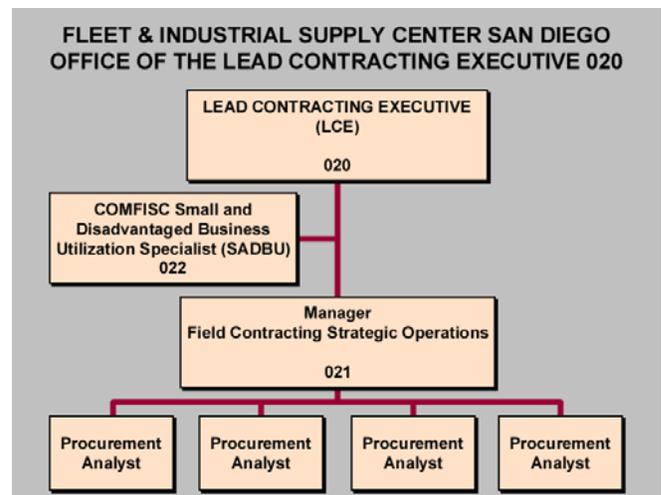
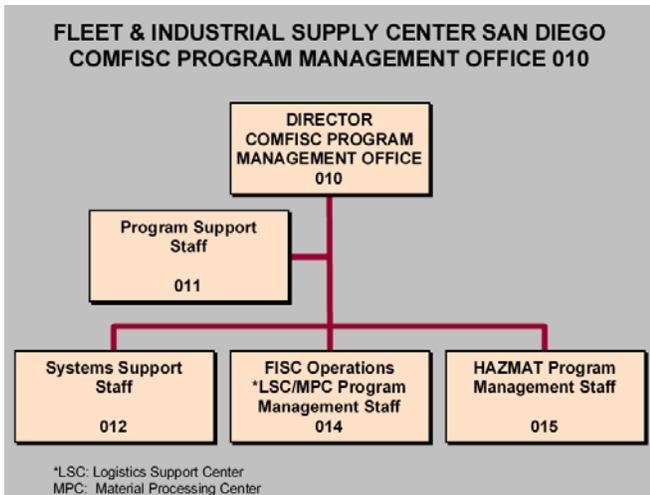
CDR Mark Semmler, acting Code 10 director and program manager for the LSC and MPC, is responsible for standardizing services between LSCs to improve customer support and for global strategic planning and oversight of the MPCs. LCDR Carla Albritton, Program Support Officer, is responsible for budget/resource planning, metrics and performance oversight. In addition, Tom Pate has oversight of One Touch Supply, Deborah McGlennon is program manager of the Navy Integrated Call Center and Kevin Priest was recently selected as program manager of the Consolidated Hazardous Material Reutilization and Inventory Management Program.

**See related article on page 10, "Semmler selected as LSC, MPC program manager."*

Lead Contracting Executive (Code 20)

The Lead Contracting Executive Office, Code 20, has been established at FISC San Diego. CAPT Walt Jacunski, the Lead Contracting Executive, is responsible for the execution of FISC contracting operations, for standardizing contracting policies, practices and procedures, and for distributing contracting workload across the six FISCs. The LCE also provides management oversight of the Procurement Performance Management Assessment Program teams at FISCs San Diego and Norfolk, the Competition Advocate Program, and the Small Business Program.

**See related article on page 10, "Lead Contracting Executive Office established at FISC San Diego - Jacunski selected as LCE."*



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Admiral's Quarters

The Combined Federal Campaign has begun at FISC San Diego. This year, our goal is to raise \$50,858 – and I am confident that we will reach our goal if we all pull together and work as a team. Please keep in mind that your generosity goes to improve the lives of many people in need.

Commander, Navy Region Southwest has a new online safety training site, www.cnrsw.navy.mil/safety/index_1.htm, which has been developed to promote a safe and healthful environment free of mishaps, and to increase employees' awareness of their safety-related responsibilities. Not only is safety awareness an annual training requirement for all employees, it's a topic that should be a constant focus at home and in the workplace.

Last month, I had the opportunity to visit FISCs Puget Sound, Jacksonville and Norfolk. I met with the FISC staffs, resident Naval Air Depot commanding officers, the commanders of the Mid-Atlantic and Northwest regions, and the Chief of Staff and the Executive Director for the Southeast region.

Discussions at the depots focused on working together, making the best use of adjacent space, and smoothing Logistics Support Center/Material Processing Center operations. And, I'm pleased to report that the Regional Commanders support empowering the FISC commanding officers as the single logistics provider in their respective areas of responsibility.

Our transformation journey continues... two new departments have been established at FISC San Diego in support of COMFISC. This issue of *The Network* provides information about the new Program Management Office, Code 10, and the Lead Contracting Executive Office, Code 20. The mission of both departments is to standardize policies and services provided by all six FISCs in order to achieve efficiencies and better serve the customer.

Other transformation information in this issue focuses on the consolidation of the NAVSUP financial management organizational structure and the transfer of the FISC San Diego Information Systems Department to NAVSISA. These realignments were brought about to



achieve efficiencies through process standardization and elimination of redundant tasks.

Although these are times of great change, our mission remains the same – to provide combat capability through logistics. While I recognize there are challenges associated with these changes, by working together I'm confident we will succeed!

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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VADM Keith Lippert, Director, Defense Logistics Agency and RADM J.D. McCarthy, Commander, Naval Supply Systems Command, at the Navy Supply Corps Senior Leadership Conference in San Diego, signed a comprehensive Performance Based Agreement between the Navy and DLA. The agreement was also signed by VADM Charles W. Moore, Deputy Chief of Naval Operations for Fleet Readiness and Logistics, on behalf of the CNO. This Performance Based Agreement establishes a framework for the coordination and alignment of resources in support of Department of the Navy logistics by DLA.

“We have to work together,” says COMFISC

As the Naval Supply Systems Command enterprise begins to feel the growing pains of change, Rear Admiral William Kowba, Commander, Fleet and Industrial Supply Centers, talked with LTJG Dara Rosenzweig, Shore Intermediate Maintenance Activity Customer Service Officer for the Fleet and Industrial Supply Center San Diego, about the establishment of COMFISC, a milestone in NAVSUP history.

Rosenzweig: *The formation of COMFISC is a milestone in NAVSUP history. What advice can you give FISC employees who are beginning to feel the growing pains of change?*

Kowba: Keep the faith. Working together, we can succeed!

Rosenzweig: *What is the purpose of a COMFISC?*

Kowba: Since their establishment, Fleet and Industrial Supply Centers have been aligned as six different organizations with many years of fine tradition of supporting the waterfront, but not necessarily operating or approaching the mission in exactly the same way. Joining the centers under one COMFISC, and restructuring their internal organization, that is, introducing a standardization or commonality where it makes sense, will allow great improvements in key areas such as customer service, business efficiency, and cost effectiveness. Under COMFISC we will build the best possible mechanism for delivering combat capability through logistics. Whether they are fleet customers, industrial customers, or regional ashore customers, they're getting their product cheaper, faster, and with a more positive impact on their individual operations.

Rosenzweig: *How exactly will this work?*

Kowba: For example, Capt. Walt Jacunski, in the newly established

“So here I am, at a moment in time where I, and those of you with me here, can build an enduring logistics concept with the hope and desire that it has some lasting positive impact.”

**RDML William Kowba
COMFISC**

position of Lead Contracting Executive, will have an overview of the workloads and priorities of all six operating sites, and be able to help them shape how best to support customer requirements. A FISC at one location may have a challenge meeting a contract requirement. The LCE will be aware of how the workload brokering is occurring across the other five supply centers and can enable the requirement to be met through another service provider. This could not occur if there were six separate organizations. Before, we were more or less in our own swim lanes, focused on the customers right there in our front yard, trying to deal with them as best we can. Now, behind each FISC is an organization of well over four thousand people, in six different locations, who can be brought together to help out with the problem or requirement in their respective regions.

Rosenzweig: *Haven't we always tried to deliver the same types and levels of services to our customers?*

Kowba: We have. For instance, a ship homeported in San Diego leaves for

WESTPAC, and may need to stop in Pearl Harbor or Yokosuka for supplies. That customer will find comfort knowing that each supply center will have the capabilities to deliver the same type and level of service. There's a certain amount of assurance you take aboard knowing that if you understand a process one time, you can understand it anywhere you go, whatever the operating theater. We have done a whole lot to make it the same in the past, but now there's plenty of leverage since we are all clearly linked together to make it happen quicker and more accurately.

Rosenzweig: *Aren't different FISC locations geared towards different missions based on geographic considerations?*

Kowba: Yes, for instance, FISC Jacksonville has a strong tradition of working aviation support, while FISC Puget Sound has a more shipyard / submarine support customer base. We can't create a perfect set of clones or cookie-cutter operations, and I don't think you'd want to. But there can be a subject matter expert at FISC Pearl Harbor, with a counterpart at FISC Norfolk for example, who come together in a cross-FISC working group to serve a single customer. As long as each operation is organized similarly to approach business in the same manner, the exchange of ideas along the way will come naturally.

Rosenzweig: *What brought about the move towards a COMFISC?*

Kowba: As cycles change, and the Navy goes through times of great need and great funding, and we adjust accordingly. Examine the Naval presence in San Diego as it was in the mid 90s. It included a submarine base at Point Loma, an air station at North Island, and just down the street, an

See Kowba interview page 5

Optimizing supply support to Navy installations and regions

“We will build the best possible mechanism for delivering combat capability through logistics,” stated Rear Admiral William Kowba, Commander, Fleet and Industrial Supply Centers in a recent interview to explain the Naval Supply Systems Command’s efforts to create a logistics organization that will have a lasting positive impact on naval operations.

NAVSUP has identified transformation initiatives that will generate a substantial contribution to the Navy’s identified need for reinvestment funds. Designating Kowba as Assistant Chief of Staff for Regional Commander Support to serve as the NAVSUP lead and interface in support of Navy regional commanders is one of them.

ACOS RCS is responsible for supporting regional commanders in optimizing the performance of base operating support (BOS)-funded supply functions such as hazardous material management, contracting, regional transportation, and retail supply. This responsibility entails identifying best

business practices and working to standardize levels of service across all Navy installations and regions.

“The Chief of Naval Operations is very interested in what he calls *cost conscience* or *cost right readiness*,” stated Kowba. “We don’t have an open, unbounded resource of funds. We’ve got to take our budgets and work with them, and work with them smartly.”

COMFISC / ACOS RCS plays a critical role in supporting customers aligned to other NAVSUP ACOSs, including direct coordination with the ACOS for Industrial Support of services provided by designated Fleet and Industrial Supply Centers to the Naval Aviation Depots; Supervisors of Shipbuilding, Conversion and Repair (SUPSHIP); Shore Intermediate Maintenance Activities; Public Works Centers; and shipyards.

COMFISC also maintains oversight of household goods operations, Subsistence Prime Vendor contracts, Navy Food Management Teams, Fleet Assist Teams, and mail operations for customers of the ACOS for Navy Family

Support. COMFISC oversees local FISC management of fuel, ocean and regional transportation terminal operations for the ACOS for Operational Commander Support; and provides local foreign military sales services to customers of the ACOS for International Logistics Support. As the NAVSUP waterfront touch point to the Fleet, COMFISC communicates fleet readiness issues to the ACOS for Operating Forces Support.

“Under COMFISC we will build the best possible mechanism for delivering combat capability through logistics,” declared Kowba. “Whether we’re dealing with fleet customers, industrial customers, or regional ashore customers, they’ll get their product cheaper, faster, and with a more positive impact on their individual operations.”

The COMFISC organization is comprised of six Fleet and Industrial Supply Centers located in San Diego, Calif.; Norfolk, Va.; Bremerton (Puget Sound), Wash.; Jacksonville, Fla.; Yokosuka, Japan; and Pearl Harbor, Hawaii.

“Since their establishment, the FISCs have been aligned as six different organizations with many years of fine tradition of supporting the waterfront, but not necessarily operating or approaching the mission in exactly the same way,” Kowba acknowledged.

“Joining the centers under COMFISC, and restructuring their internal organization – introducing a standardization or commonality where it makes sense – will allow great improvements in key areas such as customer service, business efficiency, and cost effectiveness,” he stated. “We’ve created an organization of well over four thousand people who can be brought together to provide optimal logistics supply support to their respective regional commanders.”

Supply Expo and Food Show to be held Oct. 23

FISC San Diego’s annual Supply Expo and Food Show will be held Oct. 23 from 9 a.m. to 2 p.m. at Naval Station San Diego parking lot 1U (located east of building 116, next to Harbor Drive). All FISC San Diego employees and customers, as well as other local military and defense/federal civilian personnel, are invited to attend.

The Supply Expo and Food Show features exciting and informative exhibits including the

latest in information and logistics technology, logistics equipment, food service, office supplies, repair parts, and services available from Navy and Defense Logistics Agency activities, direct vendor delivery contractors, and much more! See food service demonstrations, sharpen your on-the-job skills and get valuable handouts.

For more information contact SKCM(SW/AW) Ben Hebron at (619) 556-0412 (DSN 526) or by e-mail to Benjamin_e_hebron@sd.fisc.navy.mil.

Kowba interview

continued from page 3

amphibious base at Coronado, each with its own duplicated command structure. After some evaluation and reorganization, there is now one commanding officer over at North Island who can oversee two footprints. All it took was somebody turning off the funding spigot for us to start thinking about this multi-layered and poorly regulated spending, and somewhat inefficient way of management. Right now we have to truly be great stewards of the resources. So here I am, at a moment in time where I, and those of you with me here, can build an enduring logistics concept with the hope and desire that it has some lasting positive impact.

Rosenzweig: *So cost effectiveness is the reason for the change?*

Kowba: The Chief of Naval Operations is very interested today in what he calls 'cost conscience' or 'cost right readiness.' We can't afford not to do this now. We don't have an open, unbounded resource of funds. We've got to take certain budgets and work with them, and work with them smartly. And this is where some of this teaming and pooling of resources has taken us.

Rosenzweig: *What do you feel is key to a successful transition to the centralized model?*

Kowba: As with all new concepts, there will be many challenges to overcome, primarily on the other side of the customer service counter. The supply centers collectively employ more than four thousand people, comprised of military, both enlisted and officer, contractors, and civil service employees, many who have served an impressive number of years. They are accustomed to a routine, predictable pace. We must all understand the goals and reasons for the changes. We must create a spirit of teaming and trying.



Occupation: Equipment specialist, ATAC North Island.

Birthplace: Youngstown, Ohio.

I graduated from: California School for the Deaf, Riverside, Calif.

What brought me into civil service: My dad was an electrical engineer at the Public Works Department at North Island.

Hobbies: Golf, bowling, traveling.

Nobody knows I am: Related to President Ulysses Simpson Grant.

Pet peeve: Pulling weeds out of the yard.

If I could change something, I would: Have peace on earth - eradicate terrorism.

Secret to success: Have a good attitude.

If I could do it over, I'd: Be a professional golfer.

I'd give anything to have met: Ben Hogan.

I've never been able to: Listen to music.

Favorite singer/group: Marcel Marceau, "the world's greatest mime."

The last good book I've read: Who knows?

Favorite quote, motto or phrase: "Practice makes perfect."

I wish I could stop: Losing my hair.

The one thing I like best about myself: My white beard.

I am most proud of: My family.

My most embarrassing moment: I accidentally slammed and locked the car door on the cat's tail. I frantically asked my wife, Joanne, where my car keys were (to open the door and let the cat go). They were in my hands the whole time.

Rosenzweig: *What is the most important message you would like passed on to FISC team members?*

Kowba: We cannot communicate enough, or share enough good ideas. There is a tremendous need now to understand each other and walk in the other guy's shoes, and a great push to share ideas and come to a consensus. If two or three critical organizations or codes or people will not integrate, it will be harder on the rest of us to succeed. But at the end of day, we have to all work together.



Perform to Serve, Streamlining the Service

Journalist 2nd Class (SW) Alyssa Batarla

Commander U.S. Pacific Fleet Public Affairs

Since the inception of the Navy's force-shaping initiative, Perform to Serve (PTS), Navy Personnel Command processed applications for more than 14,000 first-term Sailors, approving 9,800 for reenlistment in rate and another 1,600 for conversion into undermanned ratings.

"We have had very high retention for a number of years," said Connie Civiello, policy branch head for the Center for Career Development. "We've needed to balance the skills mix in the Navy, and with high retention, it gave the Navy the opportunity to do that: keep people in and get the ratings manned to the correct percentages."

Simply put, the Navy had the opportunity and people to ideally staff each job. According to Civiello, through PTS, the Navy is getting the optimally manned force it needs, and concurrently, giving Sailors in overmanned ratings what they need — a better chance to advance.

Sailors in more than 40 ratings are affected and should consult with their

career counselors about 15 months before their end of active obligated service (EAOS), to fill out the paperwork to have the command submit a PTS application, regardless of their intentions to re-enlist.

Once an application is complete, the career counselor sends it to the Navy Personnel Command for review. There, applicants are ranked along with all Sailors up for reenlistment within their rating. Quotas are applied based on community manning.

The rank Sailors earn is based on factors, such as their commanding officer's recommendation, highest pay grade, frocked/pass not advanced status, and promotion recommendation.

On the initial application, Sailors must state whether or not they are willing to convert to another job. They then have the opportunity to list up to three ratings they would consider for conversion. However, if a Sailor is not willing to convert and isn't selected to remain in their current rate, the Navy will ask the Sailor to continue service in the Naval Reserves.

"What the Navy is doing is based on readiness," said Civiello. "By indicating they are willing to convert,

most Sailors will increase their opportunities for reenlistment approval."

Since the inception of the program, more than 13,000 applications have been received and over 11,000 Sailors have been selected to reenlist in their rating or been approved for reenlistment through conversion.

"Sailors need to get their applications in early and be flexible about being willing to convert," said Civiello. Sailors can maximize the number of times their application is reviewed, which increases their chance at receiving a reenlistment authorization, by submitting applications early.

Applications received seven months or less before their end of service will only be reviewed once, while applications received one year prior to their EAOS will be reviewed on a monthly basis until six months before they complete their enlistment, with applications limited to six reviews. Commands receive notification of all applications' status on a monthly basis.

For more on Perform to Serve, visit www.staynavy.navy.mil or contact your command career counselor.



PNI(SW/AW) Floripina Afalla is congratulated by CAPT Harry Davis for reenlisting in the Navy for two more years. Afalla works in the Field Examination Group, Code 117, as a personnel examiner.

NAVSUP announces 2003 Holiday Season mailing dates

The Naval Supply Systems Command's Postal Policy Division, in cooperation with the U. S. Postal Service and military postal officials from all of the services, notes that it's not too early to mail your 2003 holiday cards, letters, and packages to and from military addresses overseas. In fact, everyone is encouraged to beat the last minute rush and bring holiday mail and packages to the nearest U.S. Post Office or APO/FPO military post office by the suggested dates listed below.

For military mail addressed to APO and FPO addresses, the mailing dates are:

Parcel post—Nov. 13

Space available—Nov. 28

Parcel airlift—Dec. 4

Priority mail, first-class cards and letters—Dec. 11

For military mail from APO and FPO addresses, the mailing dates are:

Space available—Nov. 20

Parcel airlift—Dec. 4

Priority mail, first-class cards and letters—Dec. 11

Life Skills at FFSC

The Life Skills Education program at the Fleet and Family Support Center was created to help service members and their families navigate through the challenges and stressors of military life. The center offers classes and seminars ranging from parenting skills to marriage enrichment, to conflict and communication resolutions, among many other self-improvement resources.

The FFSC provides operational, mobility and counseling support to service members and their families, helping them adapt to Navy life. FFSC services are a benefit free to all service members, single or married, including activated Reservists, retirees and DoD civilians in overseas locations.

There are 55 FFSCs and 67 delivery sites worldwide. For more information on FFSC and programs like Life Skills Education, or to locate the nearest Center, visit FFSC on the Web at www.persnet.navy.mil/pers66. E-mail FFSC headquarters at mill_ffsp@navy.mil, or call the Center's 24-hour information and referral hotline at (800) FSC-LINE.



SKC(SW) Grant Strawmyer was promoted to rank of chief petty officer during a pinning ceremony held Sept. 16 at the Island Club, NAS North Island. Strawmyer's wife, Leslie and grandfather, retired U.S Navy LT Robert Swinford, were in attendance, along with his mother, aunt and grandmother.



Mess Management Senior Chief Victor Dwayne Lewis was born and raised in Macon, Ga. He graduated from Northeast High School where he enrolled in the Army JROTC Program. He received numerous awards as part of the red rifles drill team and earned the rank of Captain. He entered the Navy in 1980 as an E-3.

His military career started at the Recruit Training Command Company in Orlando, Fla., on Nov. 22, 1980. After graduation, he attended and completed Mess Management "A" School in Great Lakes, Ill.

Lewis' first assignment was to the USS *Mt. Vernon* (LSD 39). Next, he was assigned to the USS *England* (CG 22) where he earned his surface warfare qualification at Submarine Base Pearl Harbor, Hawaii. He then went on to serve on USS *William H. Standley* (CG 32) as a shop leader.

Finally getting some shore duty, Lewis was next assigned to the Combat Technical Schools Command in Mare Island, Calif., where he served as safety officer/hazardous waste material coordinator and manager. It was during this tour that Lewis advanced to the rank of chief petty officer.

Lewis spent time recruiting for the U.S. Navy during his next two assignments at the Navy Recruiting District in Los Angeles and in San Fernando, Calif.

It was then back to sea as Lewis embarked on the USS *Peleliu* (LHA 5) serving as leading chief petty officer in the Main Propulsion Division.

With more than 22 years of active service, Lewis has completed six Western Pacific deployments and has received numerous awards, medals and recognition for his participation in and support of our nation's peacekeeping commitments from 1981 to the present, including the Navy and Marine Corps Commendation Medal and advancement to senior chief petty officer.

Lewis is currently assigned to the Fleet Assist Team as shipboard laundry and dry cleaning specialist, member of the inspection survey team and assistant team leader.

Lewis is married and the father of four children. His hobbies are martial arts, cooking and home decorating.

Enlisted personnel encouraged to apply to Naval Academy

The U.S. Naval Academy provides nearly one thousand officers to the Navy and Marine Corps every year, with approximately 10 percent of every class entering as prior active-duty and Reserve enlisted men and women.

The Naval Academy is currently seeking top quality Sailors and Marines who fit the following academic profile:

- * A high school grade point average of 2.8 or better and ranked in the top 40 percent of the class.

- * Candidates must have SAT scores above 500 verbal and 500 math with a combined score of at least 1050 or ACT scores of 22 English and 24 math. Potential candidates with SAT and ACT scores that are below the minimum required standards are strongly encouraged to retake the test and then apply. Standardized test scores will be accepted until March 1, 2004 for applicants who have already met the required minimum standards and want to improve their scores.

- * To be competitive, applicants should have completed four years of mathematics, including a strong foundation in geometry, algebra and trigonometry, four years of English, and one year of chemistry. Additionally, physics, history, and two years of a

foreign language are strongly recommended.

Top performers who possess strong leadership potential, past and present command junior Sailors of the Quarter and top 20 percent performers in "A" and "C" schools are strongly encouraged to apply for a commission through the Naval Academy.

Applicants must also display good moral character and unquestionable loyalty to the United States, as determined by interview and other appropriate means, outstanding physical fitness, and must not have passed their 23rd birthday on July 1 of the year of admission. This cannot be waived.

Candidates for admission must not be married, pregnant, or have incurred obligations of parenthood. This also cannot be waived.

Candidates with strong academic and military backgrounds may receive direct appointments to the Naval Academy. Top military performers who need to strengthen their academic background may be selected to attend the Naval Academy Preparatory School at Newport, R.I., for appointment to the Naval Academy the following year.

Personnel selected to attend the Naval Academy or NAPS must be medically qualified by the DoD Medical

Examination Review Board in order to be commissioned as an officer in the Navy or Marine Corps. Once you have received your package and candidate number contact DoDMERB immediately at 1-800-841-2706 to schedule an appointment.

The Secretary of the Navy may appoint up to 170 regular and Reserve enlisted personnel each year to the Naval Academy.

Deadline for all enlisted applications and recommendations is Jan. 31, 2004. Extensions may be granted on a case-by-case basis. The Admission Board will review packages completed before Jan. 31 as soon as they are received. Application packages will not be reviewed without a commanding officer's recommendation. In addition, applicants are required to complete the steps for admissions online at www.usna.edu/admissions.

For application questions, write to U.S. Naval Academy, Candidate Guidance Office, 117 Decatur Road, Annapolis, MD 21402-5018, Attn: Fleet Liaison; or call the Fleet Liaison at 1-410-293-1840 (DSN 281) or e-mail Senior Chief Jones at ajones@usna.edu.

For more information about the U.S. Naval Academy go to the USNA Web site at www.usna.edu.

2003 Combined Federal Campaign begins

Ann Braeutigam
FISCSD CFC Coordinator



The San Diego Area Combined Federal Campaign

kicked off at FISC San Diego on Oct. 2. The CFC is the once-a-year opportunity offered to us, as Federal employees, to support a wide variety of human health and welfare charitable agencies.

Soon your department or site CFC Key Worker will provide you with a 2003 Contributors Brochure and Pledge Form. Please take the time to read through the information and consider one or more of the many wonderful organizations included in this year's brochure. I'm sure you will find several organizations that dedicate their services in support of an ailment, a condition, or a cause that has directly affected you or a member of your family. Without exception, each of us has had our lives influenced by some CFC agency.

This year our goal is to raise \$50,858 for the CFC. Although no one is required to give, any amount you choose to pledge, either through payroll deduction or a one-time donation, can help change despair into hope for a better tomorrow.

CFC needs your help to make this happen, but only if **YOU** do your part. Please see your CFC key worker, turn in your pledge card promptly and see how good you feel.

Employees outside the San Diego metro area will be contacted by their local CFC officer.

October 2003 Training Class

Developing Your Resume (Resumix Training) - Oct. 23, 8-11:30 a.m. or 12-3:30 p.m.
BDWY Bldg. 1, 3rd Fl., Nautical Room.

To enroll, call (619) 532-2038 (DSN 522), or send an e-mail to FISCSD_Training@navy.mil. Supervisory approval is required.

FM transformation in full swing

Under the NAVSUP transformation initiative, the NAVSUP financial management organizational structure was realigned. As a result, effective Oct. 1, only the Assistant Chiefs of Staff receive a Resource Authorization and have a qualified comptroller and comptroller staff.

This consolidation was made to enable savings and efficiencies through process standardization and elimination of redundant tasks.

The ACOS comptroller and staff will perform the same functions that each field activity comptroller performed in the past, but now will perform these functions from a consolidated location using web-enabled technology and proven workflow processes.

Within the ACOS comptroller staff, several "liaison office" positions will remain on-site at the field activity locations to provide storefront financial services to local commanding officers and their personnel. These liaison offices will report directly to the command comptroller supporting each ACOS and are assigned to that organization.

Their mission includes non-labor OPTAR monitoring, travel orders/claims processing, invoice

See **FM transformation** on back page

It's time to set your new IDP

It's October and that means it's time to set your Individual Development Plan (IDP) for the new fiscal year. NAVSUP policy of Dec. 14, 2001 states every member of the NAVSUP team "will have an Individual Development Plan (IDP) reflecting meaningful training and development needs."

The goal of the IDP is to plan the most relevant, value-added training possible and to focus on learning that takes into consideration critical business area competency gaps, addresses areas of performance that can be improved, and enhances individual employee skills for future requirements, new work assignments, technologies, or personnel changes.

Mandatory training, such as Security Refresher, Prevention of Sexual Harassment, and Information Assurance continues to be an annual requirement for all employees and should be reflected on the IDP. You may have areas of personal self-development you want to pursue that can also be included in your IDP.

What is the best method to accomplish the training? This is something you should discuss with your supervisor. On-the-job training (OJT), classroom training, online or computer-based training, books and videos, cross-training, or rotational assignments are but a few of the different methods available. Take advantage of the excellent in-house courses and training resources available to you from our Training Center. Also, there are hundreds of **free** courses available to Navy employees on the Internet including:

• **Navy E-Learning**

(www.navylearning.com) offers numerous online training opportunities as well as access to information, other Web sites and news from the Navy training community. Check the E-

Learning Catalog for Navy specific courses as well as a wide variety of commercially developed courses that may support your career development.

• **The Defense Acquisition**

University (DAU) (<http://www.dau.mil>) provides mandatory, assignment-specific, and continuing education courses for DoD military and civilian acquisition personnel both in the classroom and through the Internet. The DAU Continuous Learning Center modules are open to everyone.

• **NMCI e-Learning Courses** (<http://training/elements/userinfo/>). More than 60 online computer training courses are available.

You will find the IDP form, training course information and links to other training providers on the FISC San Diego Extranet under **Training**. If you sign up for training, whether in the classroom or online, plan your work so you can attend training as scheduled. When you return from training, talk to your supervisor about what you learned and how you can apply it to your job.

IDPs will be reviewed quarterly by your supervisor and periodically by FISC training specialists and also by NAVSUP during the Command Assessment process. Reviewers will be looking to see if IDPs were set in a timely manner, that they satisfy the needs of the organization as well as the employee and that are being executed as planned.

Your own individual development is **your responsibility**. You must make a commitment to your own training and development. If you have questions about your IDP, discuss it with your supervisor or contact FISC Training at (619) 532-2038 or DSN 522-2038.

"The illiterate of the 21st Century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn." - Alvin Toffler

Semmler selected as LSC, MPC program manager

CDR Mark E. Semmler has been selected as the program manager for Logistics Support Centers and Material Processing Centers under Commander, Fleet and Industrial Supply Centers.

Program management of the LSCs was transferred from the Naval Supply Systems Command Deputy for Fleet Logistics Operations (NAVSUP 04) to Fleet and Industrial Supply Center 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 policies and practices across all supply centers.

Semmler said the vision of NAVSUP's LSC program is to be an integral component of the LSC / One Touch Supply / Navy Integrated Call Center triad facilitating a true 'One Touch' gateway where a single request by a FISC customer activates a global network of sources and solutions.

"The mission of the LSC is to



establish a permanent waterfront presence that provides value-added logistics support through a network of husbanding agents who integrate support service, move workload off the ship and provide the afloat supply officer with a shore-based surrogate," he explained.

"Program management entails dealing with multiple LSCs attached to NAVSUP's six FISCs, as well as in Ingleside, Texas; Groton, Conn.; and

CDR Mark Semmler has been selected as the Logistics Support Center and Material Processing Center program manager, responsible for standardizing LSC services and overseeing MPC operations to improve global customer support.

Pascagoula, Miss. And, plans to set up an LSC in Guam are in process," Semmler added. The goal is to standardize services and facilitate operational communications between LSCs to improve global customer support."

As LSC program manager, Semmler is also responsible for global strategic planning and operational oversight of Material Processing Centers, subset organizations of the LSCs. MPCs are located everywhere there is an LSC, as well as in Charleston, S.C.

And, his program manager duties include regular communications with

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Lead Contracting Executive Office established at FISC San Diego

Jacunski selected as LCE

The Lead Contracting Executive Office, Code 20, has been established at FISC San Diego to support the mission of RDML William Kowba, Commander, Fleet and Industrial Supply Centers.

Navy Supply Corps Captain Walter W. Jacunski, in the newly created position of Lead Contracting Executive, will oversee contracting support provided by the six FISCs to their Navy and Department of Defense/ Joint Forces customers.

Jacunski is responsible for the execution of operations throughout the Naval Supply Systems Command field contracting enterprise, ensuring the

enterprise operates as a single entity with multiple site locations. In this role, he is responsible for standardizing contracting policies, practices and procedures, and for distributing contracting workload across the FISCs. He also exercises management oversight of the Procurement Performance Management Assessment Program teams at FISCs San Diego and Norfolk, the Competition Advocate Program and the Small Business Program.

Kowba said the establishment of



CAPT Walt Jacunski has been selected as the Lead Contracting Executive, responsible for the execution of operations throughout the NAVSUP field contracting enterprise.

the LCE and the 'workload brokering' between the six FISCs that will occur, will allow the

See Jacunski page 11

Condolences

Barbara Amster, Code 60, on the loss of her brother, Howard Amster.

Mac McCollough, Code 124, on the loss of his father, Russell McCollough, Sr.

Letter of Commendation

SK2(SW) Teodora Tapia and **PN1(SW/AW) Floripina Afalla**, for reenlisting in the Navy.

Letter of Appreciation

Jun Garcia, Code 112, for outstanding support provided to the USS *Peleliu* (LHA 5) as their logistics support representative.



Mary O'Brien receives the Navy Meritorious Civilian Service Award from **RDML Kowba**.

Jacunski

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centers to be even more effective at meeting customer requirements.

"A FISC at one location may have a challenge meeting a contract requirement," Kowba explained. "The LCE will be aware of how the workload brokering is occurring across the other five FISCs and can enable the requirement to be met through another service provider."

The admiral added that this type of customer service would not be possible if the FISCs continued to operate as six separate organizations. "Joining the centers under one COMFISC, and introducing a standardization or commonality where it makes sense, will allow great improvements in a key area such as contracting," stated Kowba.

Bravo Zulu Message

Jerry Balanza, Code 122, for outstanding support provided to USS *Stethem* (DDG 63) as their logistics support representative.

Special Achievement Award

Chachi Gorman, Code 50, **Greg Lavardo**, Code 121 and **Tammy Sanchez**, Code 200, for work done in support of NAVSUP transformation initiatives.



Chachi Gorman is congratulated by **CAPT Harry Davis** on her Special Achievement Award. **Gorman** was recognized for her work supporting transformation initiatives in the area of financial management.

"Before, we were more or less in our own swim lanes, focused on our customers right there in our front yard, trying to deal with them as best we could," he continued. "Now, behind each FISC is an organization of well over four thousand people, in six different locations, who can be brought together to help resolve a problem or meet a requirement in any region."

Jacunski, a native of Pittsburgh, Pa., holds a bachelor's degree in economics from Indiana University of Pennsylvania and a master's degree in administrative management for both acquisition and logistics from the Naval Post Graduate School. He is a Certified Professional Contracts Manager and qualified as an Aviation Supply Officer. He most recently served as head of the Aviation Support Department at Naval Air Systems Command, Patuxent River, Md.

Retirements

Mary O'Brien, 19 years



RDML William Kowba congratulates **Jun Garcia** for the Letter of Appreciation he received from USS *Peleliu* (LHA 5).

Semmler

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Fleet and Type Commanders to share information and to determine fleet requirements and the effectiveness of services delivered.

"LSCs lay the foundation for the Afloat Supply Department of the Future initiative," said Mike Stames, FISC San Diego's technical director. "It's extremely important that the LSC program manager work very closely with the ASDOF / LSC financial manager to ensure LSC funds are managed effectively and efficiently."

According to Semmler, "no matter which LSC an afloat customer contacts for support while underway, he can expect the same high quality service that he's accustomed to in his homeport."

Semmler, a native of Idaho, holds a master's degree in management from Troy State University and a master's of business administration degree from Ohio State University. He is qualified in aviation and surface logistics support. His personal awards include the Defense Meritorious Service Medal, four Navy Commendation Medals, Defense Joint Achievement Medal, and Navy Achievement Medal.



NMCS D shows you how to lower your cholesterol

The Naval Medical Center San Diego's Health Promotion Department offers a one-session class designed to help you understand the difference between "good" and "bad" cholesterol. Participants learn to choose the foods that are lower in fat and cholesterol and identify lifestyle changes that can improve their cholesterol profile. Tips are given for low-fat dining in the galley, in restaurants, and when cooking at home.

Classes are held weekly and are open to all beneficiaries who want to lower their cholesterol. Call to register at any of the locations below:

- NMCS D (619)—(619) 532-6573
- MCAS Miramar—(858) 577-9950
- Naval Base, — 32nd street (619) 556-7783
- Naval Training Center—(619) 524-9473
- MCRD—(619) 524-1565
- Naval Air Station North Island—(619) 545-9473

Non active-duty beneficiaries only may also register for classes at Tricare Outpatient Clinics by calling: (858) 569-6664 (Clairemont) or (619) 585-5555 (South Bay).

Code 30 transfers to NAVSISA

On Sept. 21, the FISC San Diego Information Systems Department, Code 30, transferred to NAVSISA, with the exception of the NMCI Activity Customer Technical Representatives, Joy Wilgus and June May; and Information Security Specialist, Chuck Lionberger.

This transfer was in accordance with transformation realignments. The transferred employees are now in the NAVSISA San Diego Customer Support Group (CSG), Code 9923.

Listed below are the new San Diego CSG codes:

- Code 9923.0 Site Manager - Gary Lester
- Code 9923.1 Regional NMCI CTR - Bill Tydingco
- Code 9923.2 Network Services Division - Larry Vail
- Code 9923.3 Integrated Systems Division - Buena Algos
- Code 9923.4 Mainframe/Base Level Applications Division - Geri Osban
- Code 9923.6 AIS Services Division - Josie McDole

NMCI status update

To date, all but six users in the Fuel Management Department at Point Loma have been cut over to NMCI. Recent additions to the command, such as Codes 10, 20 and expansion of Code 50, have had cutovers ordered as a modification to the fiscal year 2003 NMCI contract. They include:

- Code 00 - two seats and two BlackBerry devices
- Code 10 - four seats
- Code 20 - relocate eight seats to 8th floor (seats are on FY04 contract)
- Code 30 - relocate seats to 2nd floor during renovations to 4th floor
- Code 40 - six new seats and one BlackBerry
- Code 50 - 35 new seats on the 2nd floor and the return of all Code 50 (71 seats plus printers) to the 6th floor

Although some of the moves/relocations have been ordered in FY03, most of the users seats for additions due to transformation had to be placed on the FY04 order by direction from headquarters. Cutover schedules are not available at this time.

FM Transformation

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processing/bill paying, and payroll liaison between employees and the authorized accounting activity when problems arise that cannot be solved using "myPay," a self-service tool that permits employees to make changes to their pay account information.

Communication plans for time and attendance, payroll support and travel orders/claims processing have recently been distributed to each executive director within the claimancy. These plans provide talking points and information for the ED to share with employees about recent procedural changes that will take place

in these functional areas. The procedural changes are not tied directly to FM transformation, but are DoD or Navy-wide initiatives that are occurring concurrently with FM transformation.

The FM Concept of Operations has been updated to include these changes, and has been distributed to field activities for final comment.

Demonstrations of the electronic procurement approval process were held in San Diego and Mechanicsburg on Sept. 5 and 9, respectively. This process will allow the electronic routing of procurement requests through the comptrollers for required approvals.