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# the Network

NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

Volume 26 No. 5 May 2004

## Mentoring program challenges Sailors to fulfill potential and strive for excellence

**JO1 Jessica Bailey**  
FISCSD Public Affairs

Chief Storekeeper Tangela Thompson is a little nervous today. She's not one to toot her own horn or seek any special attention. She simply does her job every day, and focuses on helping those around her. But, today she has a chance to talk about something near and dear to her heart — mentoring and encouraging Sailors. The soft-spoken chief's eyes brighten as she begins to discuss why her fellow "shipmates" are so important to her.

"Every Sailor matters to me, and I don't want any Sailor to feel as if no one cares about them," Thompson said. "Sometimes it doesn't look as if you're going to make it or receive any recognition or credit when it's deserved. But, it's our responsibility as leaders to assure them that hard work eventually does pay off and that their contribution is always important whether they're a first class petty officer or a seaman."

The Miami, Fla., native, who is the leading chief petty officer in the Supply Department at SIMA's Submarine Maintenance Detachment, is committed enough to the Navy's goal to produce the best Sailors that she coordinates the FISCSD SIMA site's newly-formed mentorship program.

The local program got its legs last



**"Every Sailor is valuable," Thompson said.** (Photo by LT Ron Flanders)

year when Thompson was approached and asked by her seniors and peers to coordinate it. Since then, she has watched the program flourish and takes very seriously her roll in challenging other senior enlisted Sailors to mentor those junior to them.

As Navy ratings merge and become more competitive, Sailors are required to not only possess a skill set conducive to their particular rating, but they also must demonstrate the desire and capability to step into leadership rolls. Thompson has found that for Sailors to even want to compete, they might need a little prodding and steering from someone senior who's

been there before. That's where strong mentoring comes in.

"We started the program about a year ago, so it's fairly new," Thompson said. "FISC SIMA site storekeepers are generally who we are targeting. What normally happens is when a person checks in, and they're E-5 or below, we assign them a mentor who is E-6 or above. Currently, we have about 30 junior Sailors who have been assigned mentors," she said. "I'm proud of that."

The goal is to assign every junior Sailor a mentor. Twice a month mentors meet with "mentees" to discuss personal and professional issues, and Thompson receives monthly feedback from these sessions. She also meets periodically with mentors to discuss the progress of those being mentored. Both sessions allow concerns to be addressed and provide necessary feedback as to whether the program is being effective.

Thompson finds it easy to relate to those Sailors who can sometimes feel a bit lost or disenfranchised in their quest for acceptance and added responsibility as they work their way up the promotion ladder. She's compassionate and understands all too well what it's like.

"I always get emotional when I talk about this, because I can remember being a junior Sailor and working hard

See **Mentoring** page 3

**Inside**

- PAGE 3** NAVSUP awarded Meritorious Unit Commendation
- PAGE 4** Digital signature required on official e-mail
- PAGE 11** ATAC recognized with government award
- PAGE 13** FISC Fitness Forum (*New column*)



## Admiral's Quarters

Last month was another great month for the Navy supply community. The Secretary of the Navy's awarding of the Meritorious Unit Commendation to the entire Naval Supply Systems Command claimancy underscored how our efforts, particularly in the area of supporting the CNO's Sea Enterprise vision, are paying off.

In the citation, the Vice CNO noted how NAVSUP was able to drive up efficiency and save the Navy \$1.8 billion over the five-year defense plan. The FISCs had a part in this valuable recapitalization, and we can do even more in the months and years ahead.

The well-deserved recognition from SECNAV was a product of the creativity and innovation of our people. Creativity and innovation are the engines that drive Sea Enterprise.

Each and every one of us, from myself to the Lead Contracting Executive, all the way down the chain of command, can provide ideas, which save valuable dollars. All ideas are welcomed. You are the subject matter experts in your various departments.

Therefore, it only stands to reason that some of the best cost-saving ideas should come from you, the COMFISCs team. I stress the word team because innovation is a team concept.

Smart, motivated individuals will always provide solid ideas and input. But there is a lot we can do as an organization to foster a culture of innovation, which will increase the collective amount of ideas creating positive change. Building and sustaining that culture requires each member of the team to have the ability to look for new possibilities, generate new ideas and solutions, as well as to think together as a team and effectively implement these solutions.

To assist us in establishing this creative command climate, NAVSUP collaborated with the Naval Postgraduate School and the Center for Positive Change and put together *The Innovation Field Guide*. This valuable publication covers teambuilding, positive thinking, and a myriad of other innovative techniques that will help us achieve results.



I strongly urge you to view *The Innovation Field Guide*, which is posted on the MyNAVSUP Web site at <https://knowledge.navsup.navy.mil/>. If you would like hard copy versions of the guide, please contact Ms. Angela Book (SUP 031A2) at (717) 605-6461.

### 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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The Network's editorial content is prepared and edited by the Public Affairs Office of FISC San Diego. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense, or the U.S. Navy, nor does it imply endorsement thereof. The editorial office is located in Bldg. 1, Fleet and Industrial Supply Center, 937 North Harbor Drive, San Diego, CA 92132. Telephone: (619) 532-3432. To submit articles, e-mail: [jessica.m.bailey@navy.mil](mailto:jessica.m.bailey@navy.mil). Visit our Web site at [www.sd.fisc.navy.mil](http://www.sd.fisc.navy.mil).

## Words of wisdom



### CNI Guiding Business Principles

- Program Centric
- Readiness-Based Service Levels
- Integrated Facilities Recap
- HQ Staff function for legal, chaplains, PAO, etc
- Elimination of layering and duplication
- Maximize leverage with USMC / Joint / Combined / Interagency initiatives
- Accelerate transformation to support a "surge" Navy
- Maintain covenant with people!

$$\text{Productivity} = \frac{\text{Output}}{\text{Cost}}$$

$$\text{Effectiveness} = \text{Efficiency}$$

Commander, Navy Installations Command – Supporting the Warfighter

# SECNAV awards NAVSUP with Meritorious Unit Commendation

Congratulations to the entire Naval Supply Systems Command's workforce. Your dedicated and professional efforts during the 2003 fiscal year have earned the officer, enlisted and civilian personnel of NAVSUP the Secretary of the Navy's Meritorious Unit Commendation.

During the fiscal year 2003, you effectively executed our strategic mission of providing Navy, Marine Corps, Joint, and Allied Forces quality supplies and services on a timely basis while successfully implementing a series of transformational actions across the Enterprise. Even with the added requirements of *Operations Enduring Freedom/Iraqi Freedom*, you demonstrated superb mission performance despite demand surge peaking at 150 percent in the forward-deployed arena and 400 percent here at home.

At the same time, your transformation initiatives drove down the cost of our Navy's infrastructure and improved business practices. These efforts will generate \$1.8 billion in savings to our Navy over the five-year defense plan, \$490 million over the program of record. This series of initiatives was fostered in direct support of the Navy's Sea Power 21 vision, and has allowed us to better structure and align our organization to

deliver even greater logistics support in the future.

In his cover letter recommending NAVSUP for the MUC, Vice Chief of Naval Operations, ADM Michael Mullen wrote, "Completion of these substantial contributions involved the entire NAVSUP claimancy. In addition to their exceptional mission performance, NAVSUP's transformation efforts have become the standard by which the Navy's transformation initiatives are measured. The comprehensive nature of their efforts, their alignment with the Navy's Sea Power 21 vision, the speed at which they have been implemented and the cultural change that is occurring have placed NAVSUP in the forefront of Navy commands.

"The personnel of the Naval Supply Systems Command have continued to manage the global supply chain throughout this complex series of initiatives while maintaining a superb record of performance in supporting their customers."

All members of the NAVSUP Team (active duty, Reserves, and civilians) who were permanently assigned or attached to the command at any time during the period October 1, 2002 to September 30, 2003 are authorized to wear the appropriate symbol permanently as a result of this award. I hope you will do so proudly.



**RADM J.D. McCarthy**

Your accomplishments have proven to be of enormous significance to both the Navy's combat effectiveness and its pursuit of its Sea Power 21 vision. They were accomplished during a volatile and challenging period characterized by severe resource constraints and the global war on terrorism. Your innovative approaches to logistics and organizational management have placed NAVSUP at the forefront of the Navy's transformation efforts. You are most deserving of the recognition accorded by the award of the Meritorious Unit Commendation.

Congratulations and thanks to all NAVSUP personnel for this well deserved recognition of your efforts.

## Mentoring

*continued from front page*

doing all the tough physical jobs no one else wanted to do," she said. "I did not have the best evaluations, nor was I given the most glamorous positions, but I remained positive and hung in there and did not rock the boat."

Eventually, Thompson was recognized for her hard work. But, now as a senior enlisted person she observes how many junior sailors feel dejected when they're not chosen to

fill key positions that will offer them added exposure.

"Unfortunately, sometimes we as senior enlisted perpetuate this dejection by giving better evaluations and more recognition to those with the glamorous, in-the-limelight positions," she said. "We tend to forget about the ones that work in the warehouse or behind the scenes, who in most cases, work just as hard if not harder. Sometimes we forget that they need guidance and recognition too."

Thompson said the program is

designed to address the needs of the total person, not just the Sailor. Mentors will explore topics from education to financial planning, but they're not expected to have all the answers. However, they are expected to at least assist in finding answers, even if it means enlisting the help of a subject-matter expert. In addition, since there are junior personnel that are not SKs, the program is designed to

See **Mentoring** page 12

# Innovation and preparation define future of Navy leadership

**JO3 Andrew Stamper**

Naval Personnel Development  
Command Public Affairs

Sailors performing leadership roles above their pay grade are not uncommon. To make sure these Sailors get the right leadership training at the right time, the Revolution in Navy Training's Center for Naval Leadership is now aligning leadership training to the job Sailors perform and not to their rank.

The Leadership Development Program now allows all Sailors E-3 and above, and officially assigned to an organizational leadership position, to participate in the development of professional leadership.

"Previously, formal leadership training (then the Petty Officer 2<sup>nd</sup>

Class Leadership Training course) was not available to these first line leaders," said CNL Commanding Officer CAPT Douglas McDonald.

"We are implementing a new Enlisted Leadership Development Program that ties the right training to the right Sailor at the right time, no matter what their rank is. Not having leadership training tied to rank will allow all Sailors to capitalize on the opportunities along the Leadership Continuum at the most appropriate times throughout their careers."

The NAVADMIN 069/04, released March 24, describes the new Enlisted Leadership Development programs, and identifies the attendance policy and implementation details. The first level of this sequential, progressive LDP is the First Line Leadership Development

Program, which replaces the Petty Officer 2<sup>nd</sup> Class Leadership Training Continuum. This program is designed for all Sailors between E-3 and E-5 who are responsible for daily direction of subordinates, as seamen and petty officers are often put in these important positions.

The Primary Leadership Development Program is the second level of the new LDP, to replace the Petty Officer First Class LTC. It is designed for E-5 and E-6 Sailors who are assigned the divisional responsibilities of a leading petty officer.

The Advanced Leadership Development Program is the third level of LDP, and is intended for first class

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See **Leadership** page 7

## Digitally signed e-mails required when sending official correspondence

If you are a current NMCI user and have the appropriate Common Access Card reader, all of your official e-mails are to be digitally signed, and e-mails that contain sensitive information are to be encrypted in accordance with DOD Directive 8500.1. The information provides some basic guidelines that should be followed to determine if the e-mail you are sending must be digitally signed and/or if the e-mail should be encrypted.

NMCI users need to publish their e-mail encryption certificates to the NMCI Global Address List (GAL) to allow all NMCI users to send them an encrypted e-mail. This can easily be accomplished through the Outlook Tools/Options/Security menu once they have followed the instructions on the Common Access Card Quick Reference Guide received with their NMCI workstation.

Currently, the log on capability has been disabled by NMCI, therefore

you cannot use your CAC to log on to your NMCI workstation. Using the CAC to log on to your workstation will be a requirement in the future.

For more information, contact Daniel L. Rocha at (619) 532-1722 or by e-mail to daniel.rocha@navy.mil or Charles Lionberger at (619) 532-1787 or by e-mail to charles.lionberger@navy.mil.

### **Which e-mails within DOD need to be digitally signed?**

This is an excerpt taken from the Navy Common Access Card and Public Key Infrastructure Implementation Guidance Update, CNO message dated March 4.

"E-mail requiring message integrity and/or non-repudiation must be digitally signed. The majority of all e-mail falls into this category. This includes any e-mail that directs/tasks or passes direction/tasking, requests or responds to requests for resources, promulgates organization position/information external to the

organization (division, department, command), discusses any operational matter, discusses contract information, financial or funding matters, discusses personnel management matters, the need exists to ensure that the e-mail originator is the actual originator, and the need exists to ensure that the e-mail content has not been tampered with in transit."

E-mail that is personal and non-official in nature does not have to be digitally signed.

All other users that do not have the ability to send signed e-mail are authorized to send unsigned e-mail until obtaining access to appropriate CAC-based equipment or October 2004, whichever is sooner. Issuance of software certificates is held to a minimum and issued only when operationally necessary.

What is considered Sensitive Information that requires encrypting?

**Sensitive Information (excerpt from DOD DIR 8500.1, enclosure 2, paragraph E2.1.41)** - Information the

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See **E-mail** page 7

## 2004 Federal Wage Scale Schedule for San Diego

WG WL-WS Grade	WG-Rates					WL-Rates					WS-WD-WN Rates				WD-WN Pay Level	
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	9.80	10.21	10.62	11.03	11.44	10.79	11.24	11.69	12.14	12.59	15.54	16.18	16.83	17.48	18.13	
2	10.84	11.29	11.74	12.19	12.64	11.93	12.42	12.91	13.41	13.90	16.57	17.26	17.95	18.64	19.33	
3	11.87	12.37	12.86	13.36	13.85	13.06	13.60	14.14	14.69	15.23	17.61	18.34	19.07	19.80	20.53	1
4	12.91	13.44	13.98	14.52	15.05	14.20	14.79	15.39	15.97	16.57	18.64	19.42	20.19	20.96	21.75	2
5	13.94	14.52	15.11	15.68	16.27	15.34	15.97	16.61	17.25	17.89	19.68	20.49	21.31	22.13	22.95	3
6	14.96	15.59	16.21	16.83	17.46	16.46	17.15	17.84	18.52	19.21	20.70	21.56	22.42	23.28	24.14	4
7	16.00	16.66	17.33	17.99	18.66	17.60	18.33	19.06	19.79	20.52	21.73	22.64	23.55	24.45	25.36	5 1
8	17.03	17.74	18.45	19.16	19.88	18.74	19.52	20.30	21.08	21.86	22.76	23.71	24.66	25.61	26.56	6 2
9	18.07	18.82	19.57	20.32	21.08	19.88	20.70	21.53	22.35	23.18	23.80	24.79	25.78	26.78	27.76	7 3
10	19.10	19.90	20.69	21.49	22.28	21.00	21.88	22.76	23.63	24.51	24.83	25.87	26.90	27.94	28.97	8 4
11	19.84	20.64	21.50	22.33	23.15	21.83	22.73	23.64	24.54	25.46	25.40	26.45	27.51	28.57	29.62	9 5
12	20.54	21.38	22.23	23.13	23.99	22.59	23.51	24.46	25.41	26.38	26.12	27.21	28.29	29.38	30.47	10 6
13	21.21	22.06	22.95	23.83	24.70	23.32	24.27	25.26	26.23	27.22	27.03	28.16	29.29	30.41	31.54	11 7
14	21.85	22.77	23.73	24.64	25.54	24.07	25.10	26.09	27.06	28.08	28.11	29.28	30.45	31.62	32.79	8
15	22.51	23.46	24.39	25.36	26.29	24.77	25.84	26.86	27.91	28.91	29.34	30.56	31.79	33.01	34.23	9
											WS-16	30.75	32.04	33.32	34.60	35.89
											WS-17	32.34	33.69	35.04	36.39	37.74
											WS-18	34.10	35.52	36.94	38.36	39.79
											WS-19	35.51	36.99	38.47	39.95	41.43

\* Effective November 30, 2003

## Chilean tall ship visits San Diego

*On April 23, the magnificent Chilean tall ship, Esmeralda, with its 157-foot mast, received a 16-gun salute from Naval Base Point Loma as it sailed into San Diego Harbor. Her first stop was the FISC San Diego La Playa Fuel Pier where she cleared customs before refueling and sailing on to the Broadway Pier in downtown San Diego for a five-day official visit. This was the third time Esmeralda took on fuel at the La Playa Fuel Pier; she last visited in 1977 and 1978. The Chilean Navy uses Esmeralda, a four-masted schooner, as a training vessel. She was originally intended for the Spanish Navy and is considered a near sister ship of Spain's training ship, Juan Sebastian Elcano. Esmeralda's tentative plans are to depart for Hawaii and then continue on to New Zealand and Australia.*



## Quick Tip of the Month

### User account tool allows NMCI users to change personal information

The User Account Information Tool (UAIT), available on the Web, allows every NMCI user to modify data located in the Global Address List (GAL). Some important benefits that will result:

- Your command and code will display correctly so messages will go to you and not to someone else with a similar name.
- Your work telephone number will always be correct, and accessible to other NMCI users.
- You will be able to locate others easily.

#### The Global Address List (See UAITA)

The GAL is most commonly used to choose e-mail message recipients, but it can be used to access useful personnel information as well. Right-click on any user name in the GAL, click Properties, and you will see a variety of personnel fields located on six tabbed pages. The General page displays in the screen shot below:

#### Logging in to the UAIT

The UAIT provides a way for each NMCI user to enter or edit certain fields in the GAL. The browser address is <https://uait.nmci.navy.mil/uait/modifiable.asp>. When you enter this address, a login screen will appear. Fill in the fields as follows:

- User Name: your NMCI e-mail address not including @navy.mil

#### UAIT A

- Password: your regular login password
- Domain: leave blank
- Save this password in your password list: Check so your system will remember your password for future log ins.

#### The UAIT display (See UAITB)

When you log on, the UAIT data entry/edit screen displays, with the following field types: Yellow data on blue: Non-editable fields  
White boxes: Editable fields. Some of these, such as Office Code are free form allowing the user to enter anything. Others, such as the telephone number fields are validated, requiring that the correct format be used. If data is entered incorrectly in these fields, a message explaining the correct format will display when "Validate & Submit" is clicked. White boxes with drop-down list symbols or "Choose New Value," fields for which values must be chosen from the lists provided. The table below explains each field. It is important to follow the guidelines for free-form fields to assure accurate reporting.

#### UAIT B

See UAIT page 10

## E-mail

*continued from page 4*

loss, misuse, or unauthorized access to or modification of could adversely affect the national interest or the conduct of Federal programs, or the privacy to which individuals are entitled under Section 552a of Title 5, United States Code, "The Privacy Act of 1974," but which has not been specifically authorized under criteria established by executive order or an Act of Congress to be kept secret in the interest of national defense or foreign policy (Section 278g-3 of Title 15, United States Code, "The Computer Security Act of 1987"). This includes information in routine DOD payroll, finance, logistics, and personnel management systems. Sensitive information sub-categories include, but are not limited to the following:

### **For Official Use Only (FOUO) -**

In accordance with DOD 5400.7-R, DOD information exempted from mandatory public disclosure under the Freedom of Information Act (FOIA).

**Privacy Data** - Any record that is contained in a system of records, as defined in the Section 552a of Title 5, United States Code, "The Privacy Act of 1974" and information the disclosure of which would constitute an unwarranted invasion of personal privacy.

### **DOD Unclassified Controlled Nuclear Information (DOD UCNI) -**

Unclassified information on security measures (security plans, procedures and equipment) for the physical protection of DOD Special Nuclear Material (SNM), equipment, or facilities in accordance with DOD Directive 5210.83. Information is Designated DOD UCNI when it is determined that its unauthorized disclosure could reasonably be expected to have a significant adverse effect on the health and safety of the public or the common defense and security by increasing significantly the likelihood of the illegal production of

nuclear weapons or the theft, diversion, or sabotage of DOD SNM, equipment, or facilities.

### **Unclassified Technical Data -**

Data that is not classified, but is subject to export control and is withheld from public disclosure according to DOD Directive 5230.25.

**Proprietary** - Information that is provided by a source or sources under the condition that it not be released to other sources.

### **Foreign Government**

**Information** - Information that originated from a foreign government and that is not classified "Confidential" or higher, but must be protected.

### **Department of State Sensitive But Unclassified (DOS SBU) -**

Information that originated from the DOS that has been determined to be SBU under appropriate DOS information security policies.

### **Drug Enforcement**

**Administration (DEA) Sensitive Information** - Information originated by the DEA that requires protection against unauthorized disclosure to protect sources and methods of investigative activity, evidence, and the integrity of pretrial investigative reports.

### **Other Sensitive Unclassified**

**Data** - In many cases, sensitive unclassified data falls under exemption 2 of the FOIA based on the provision, "if disclosure would have an adverse impact..." Therefore, it should be marked and considered "For Official Use Only (FOUO)." Examples include: configuration data, readiness data, financial data, operational/management data, location data, system vulnerabilities for information systems processing sensitive unclassified data, and Internal security control data for information systems processing sensitive unclassified data.

## Leadership

*continued from page 4*

petty officers and chiefs who are assigned the administration, supervision and training responsibilities of a divisional or departmental leading chief petty officer. This program replaces the Chief Petty Officer LTC.

Two additional programs, the Command Leadership Development Program for E-8/E-9 and the Executive Leadership Development Program for FLTCM, CNOCM, etc., are currently under development by the Center for Naval Leadership. In view of the LPD's linkage to leadership positions vice pay grades, the NAVADMIN further identifies changes in LDP completion requirements. Successful completion of the LDP is no longer required for participation in the First Class Petty Officer Advancement Examinations or to be eligible for the E-8 selection boards. However, for E-6 personnel, the Primary Leader Development Program, or the former PO1 LTC, remains a requirement to participate in the E-7 advancement exam.

"Our goal is to set our Sailors up for success by providing LDPs that will develop the knowledge, skills and abilities required to maximize their leadership potential throughout their careers," CNL Command Master Chief Norman Wood said.

"This change is good for Sailors because it allows them the flexibility to receive training, and serve in positions they may not have had an opportunity to serve in before."

**Editor's Note: To learn more about the Navy Leadership Continuum, and to access online leadership learning resources, visit the Center for Naval Leadership page on Navy Knowledge Online at [www.nko.navy.mil](http://www.nko.navy.mil).**

# COMFISCS News Briefs

## Meet FISC Yokosuka teammate, Mr. Yoshihisa

**Mimaki**...Mr. Mimaki, born in Kurume City, Fukuoka Pref. (Kyushu), Japan, is the director of FISCY's Ashore Contracts Division. He graduated from Logos Language School, Tokyo and started working for the U.S. government about 30 years ago. Outside of work, he is a professional sketching artist who loves to play golf and travel with his family. When asked his opinion of transformation / change within the Navy he said, "Not only within the Navy, transformation or change has been taking place in many Japanese industries, because of the lingering economic downturn. We tend to forget this when our business is in a good condition. However, we need to always consider improvement in processes/ organization and aim at the paramount circumstances."



*FISCY teammate Yoshihisa Mimaki's favorite motto is, "Be proactive!"*

**Fiscal Year 2004 E-9 active duty selection board results are in.**...Congratulations to SKCM (SW) Ricarte David, FISC Yokosuka, who was selected for advancement to the rank of master chief petty officer.

**Chief of Supply Corps visits FISC Jacksonville.**...Commander, Naval Supply Systems Command and Chief of Supply Corps RADM Justin visited FISCJ recently to see first hand the vast range of work performed by the FISCJ team since their recent transformation.



*While aboard the destroyer USS Paul Hamilton (DDG 60), RADM toured Supply Department spaces and presided at an awards ceremony. He is shown fielding questions and discussing current supply issues with Supply Department enlisted personnel.*

## McCarthy spends an eventful day at Pearl Harbor...

RADM Justin McCarthy also recently visited Pearl Harbor and made official calls on ADM Walter Doran, Commander, U. S. Pacific Fleet, and RDML Michael Roesner, deputy chief of staff, Logistics, Fleet Supply and Ordnance. He was also given a tour by LT Mike Roy of the Supply Department spaces aboard the destroyer USS *Paul Hamilton* (DDG 60), homeported at Pearl Harbor. In addition, CAPT Stephen Olson, the FISC PH commanding officer, briefed McCarthy on FISC's CNI initiative and the establishment of a Logistics Support Center in Guam. Despite a full schedule, the admiral also found time to preside at an awards ceremony for FISC PH military and civilian personnel. The Chief of Supply Corps arrived in Hawaii following a trip to FISC Yokosuka, and served as the guest speaker at the Supply Corps Association of Hawaii Ball at the prestigious Royal Hawaiian Hotel.

**FISC Norfolk employee named JWOD Champion.**...Marchetta Smith, a contract specialist in FISCN's contracting department, is the NISH East Region 2004 Javits-Wagner-O'Day (JWOD) Program Champion. A JWOD Champion is a federal government employee - a "point of influence," mainly in acquisition - who fully believes in the mission of the JWOD Program and is doing everything in his or her sphere of responsibility to provide employment opportunities for people with disabilities. Smith will be featured in the May issue of NISH's Workplace Magazine. A resident of Chesapeake, Virginia, Smith is a graduate of Saint Leo University and has degrees in human resource management and business administration. She is currently working toward a master's degree in public administration with emphasis on management.



**Marchetta Smith**

**Reservists from FISC Norfolk Det. 106 honored for heroism...** Reservists assigned to FISC Norfolk Det. 106 and other Reservists from Naval Reserve Center (NRC) Baltimore received awards during a ceremony April 17, for rescuing passengers of the Lady D, a Baltimore Harbor water taxi that capsized during a storm March 6. Within minutes of the accident, the Reservists were in the NRC's small landing craft and on the scene, according to Chief Storekeeper Ricardo Duncan, administrative department head for FISC Det 106. Twenty-one people were rescued from the vessel. Six Reservists who jumped into the water received the Navy and Marine Corps Medal for their heroism. Other medals included the Meritorious Service Medal, Navy Commendation Medal and Navy Achievement Medal.

**FISC Pearl Harbor personnel to christen two locomotives for Red Hill's underground railroad system...** Hawaii may be the only state in the Union that lacks a commercial rail system . . . unless you look 400-feet underground in FISC Pearl Harbor's Red Hill Fuel Facility. Located deep in a ridgeline a few miles from FISC PH, the massive facility houses 20 underground fuel tanks, each the size of a 20-story building. A labyrinth of winding, gloomy tunnels run for miles among the tanks and all the way to Pearl Harbor. Since World War II, two underground trains have run the length of these impressive tunnels, hauling the personnel and equipment needed to keep this huge underground universe smoothly running. In February, a traditional Hawaiian ceremony was held by FISC PH personnel to christen two shiny new locomotives for Red Hill's underground railroad system. Named Lapaki (hare) and Honu (turtle) by Fuel personnel, the locomotives run on 13,000 linear feet of narrow gauge track that was removed from cane fields in World War II. Not quite as fast as Japan's bullet train, Red Hill's locomotives can burn up the track at 15 miles per hour. For safety purposes, however, they have been "souped down," so the maximum speed of these underground workhorses is now about five miles per hour.

### FISC Jacksonville civilian returns to active duty



*Rolando Turner, a contract specialist intern at FISCJ, has decided to join the ranks of the active-duty as an officer in the Navy Supply Corps. The new lieutenant junior grade will serve as commanding officer of the Navy Reserve Center in Orange, Texas. Before departing FISCJ, commanding officer CAPT Ed Naranjo presented Turner with the Military Outstanding Volunteer Service Medal in recognition of service as a volunteer teacher at Timucuan Elementary School.*



*Armed with a one-day RailPass and wearing a spiffy engineer's cap presented to him by the Fuel Department, CAPT Steve Olson, FISC PH commanding officer, prepares to descend into the depths of the Red Hill Underground Fuel Facility. Olson sits aboard the Lapaki, one of FISC PH's two new locomotives, during its initial run on the Red Hill Railroad.*

# MAX UNLEASHED

Well howdy friends. Max is in the house, and I am ready to howl! I just celebrated my 3<sup>rd</sup> birthday on April 19. In case you're wondering how that translates to human years, it's 25. The formula is:

The first year = 15 dog years

Each additional year = five dog years — Ladies, how would you like to compute *that* for your driver's license!

Now, I know some of you will have a different way of figurin' it out that may have to do with how much your dog weighs, and so on. But, I



*Max at work. Well, sort of.* (Photo by Steve Frey)

like this version best – it lets me linger in my spry years a bit longer! Anyway, I just want to say a big thanks to all my friends out here at the Fuel Farm for adopting me and making this another happy birthday.

Things here at “the farm” (that’s what we call it) have been very busy. I thought you would like to see an action shot, so here I am hard at work just keepin’ the watch. This is my “Don’t mess with Max” face. No seagull in his right mind would want to cross this line!

Enough about work – let’s get down to more “biting” information. If you read my last article, I promised I would give you the Elvis pleasin’ “Peanut Butter and Banana Dog Biscuit” recipe. Max never goes back on his word, so here it is:

### Ingredients

In a medium bowl, hand mix the egg, peanut butter, honey and banana together till ya’ get it blended. Add your dry ingredients, mix well and turn

onto a well-floured counter, roll it to the desired thickness and then cut into your favorite shape. (I use a dog bone shaped cookie cutter myself.) But, go ahead and get crazy. Ask your in-house expert (your dog) for his or her ideas to see what they like best. Brush the tops with the egg white if you like - it’ll give a glossy look to the tops. (This is really nice if you’re giving the biscuits as a gift – hint, hint. Belated birthday treats are something that comes to mind.) Place on an ungreased cookie sheet and bake for 20 minutes. Check for doneness and if you think they need a little more time, give ‘em another five to 10 minutes. If you made small biscuits (Why would you do that?), then check them after 15 minutes. As Maurice, my friend the French Poodle says, “bone” appetite!

Now, let’s take a look in the ol’ mail sack and see if there is anything that needs some down home advice. Well, it looks like we have a question from Kim Longstaff in our Public Affairs Office. Nice person, that Kim. She took my picture for the first issue. Oops, I got off track. Anyway, Kim’s

See **Max** next page

## UAIT

continued from page 6

Field	Description
Office Code	Enter <b>FISCSD</b> , a space, and your code (073, 100V etc.). Example: <b>FISCSD 073</b> . Use codes as found on the latest signed organization chart
Department (actually Command)	Since FISCSD is not in the drop-down list of commands, skip this field. If you have previously entered FISC from the list, scroll to the blank entry instead and select it.
Title	Use the job title on your Position Description.
Rank/Pay Grade	Choose one of four option buttons: <b>Civilian</b> , <b>Contractor</b> , <b>Enlisted</b> , or <b>Officer</b> . Depending on your choice, there will be additional drop-down lists for all options but Contractor.
Home Number	Your Home Phone Number (Optional). <b>Example:</b> (123) 456-7899
Mobile Number	Your Cell Phone Number (Optional). <b>Example:</b> (123) 456-7899
Fax Number	Your Department Fax Number (Optional). <b>Example:</b> (123) 456-7899
DSN Number	Your DSN Phone Number (7 digits) <b>Example:</b> 123-4567
Office Number	Your Office Phone Number. <b>Example:</b> (123) 456-7899. An extension may be added. <b>Example:</b> X1234.
P.O. Box	Your Post Office Box number.
Street	Street of your mailing address.
City	Your city or base name.
State/Providence	State/Province of your mailing address (drop-down list).
Zip/Postal Code	Zip/Postal Code of your mailing address (5 digits)
Country/Region	Country/Region of your mailing address (drop-down list)
Computer Asset Tag	The 10 digit number found on the silver sticker on your machine. <b>Example:</b> 3000156593
Computer Name	The name of your computer found as a label on your My Computer icon. <b>Example:</b> WDFISD000197.

# ATAC wins excellence in government award

**LT Ron Flanders**  
FISCSD Public Affairs

Great athletes raise their level of play in the biggest games. Great organizations also raise their level of efficiency when it matters most. The Navy's Advanced Traceability and Control (ATAC) organization is one such group. For their efforts during a time of transformation and war, the Federal Executive Board awarded the ATAC team its Excellence in Government Award Bronze Medal for Technical Accomplishment for 2003.

"We're very pleased," said Joe Schumert, FISC San Diego's ATAC Hub director. "It's nice to be recognized that we are capable of competing with industry at that level."

The award, which honors excellence and technical excellence by governmental agencies, was given to ATAC for saving money and improving overall efficiency in support of *Operation Iraqi Freedom*.

Incorporating lessons learned from *Operations Desert Shield* and *Desert Storm*, and anticipating an increase in retrograde material in the system due to impending conflict in the Middle East, the ATAC team sprung into action. Collectively, the entire team, from programming,

supply systems, program management and transportation personnel, identified a strong need to improve to meet the challenge of the increased operational tempo.

What resulted was a comprehensive web-based repairables returns management system. Applying superior technical acumen and coordination across several commands, the ATAC team vastly improved a business that entails the movement of 400,000 return repairable units worldwide valued at \$10 billion.

Teaming with the Naval Inventory Control Point (NAVICP), ATAC was an integral part in the creation of eRMS, or the "Electronic Retrograde Management System." eRMS is a hit for all parties involved. The computerized system ensures the retrograde material is properly identified and tracked throughout its journey to the repair point. The ship or command that drops off the material gets instant credit for the items, and no longer has to worry about the item getting lost.

"The ship is happy because the credit is instantaneous, and they can focus on fighting wars," said Russell "Mac" McCollough, deputy director of FISC San Diego's ATAC Hub. The

inventory control points also benefit greatly because the part can be tracked all the way through the system, from the ATAC hubs and nodes to each stop in the repair process.

"It's kind of like FedEx," McCullough said. "I can see it was dropped at ATAC's San Diego hub, put on a plane, and when it arrived at the Defense Logistics Agency or the overhaul point. That visibility improves the overall accuracy of the entire Navy inventory."

The technology improved the Navy's ability to keep its fighting units fully operational during *Operation Iraqi Freedom*, and saved valuable dollars as well. In addition to the honor of the Excellence in Government Award, ATAC also has the distinction of being the Most Efficient Organization (MEO), proving in 2000, through a competitive process, to be more efficient than the private sector.

The ATAC/NAVICP team is constantly striving to improve, having added aircraft engines and Marine ground forces retrograde material into its purview in the past year.

"We look forward to next year when we can be named MEO again," Schumert said. "This team is pretty amazing."

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## Max

*continued from previous page*

question has to do with her cute little (and I do mean cute) Chinese Pug, Molly. Kim asks:

### **Why does Molly growl at the television?**

Well Kim this is a very good question. I'm sure there are many "parents" who have this same issue. Have you noticed whether Molly growls during all shows or just shows that are not on the Animal Planet channel? If she is content when you have the Animal Planet on, but not when you are watching the news or sports, then I think you have solved the

mystery. But on a more serious note, we of the canine species can see flickering light better than our human counterparts, which might explain why Molly growls. She may see television as a series of moving frames rather than as a continuous scene, and the motion excites her. Molly might need a little more play-time and toy chasin' time with mom and dad and then maybe her growling will slow down. I hope this helps Kim, and please keep me posted - and invite me over some time!

That's about it for this trip, but keep the news and questions a comin', and I'll keep a writin'. In case you didn't see the last issue, you can

contact me by going to either the FISCSD Extranet (log on using your PKI) at <https://www.sd.fisc.navy.mil> and click on the "Employees Questions/Comments" link in the upper left-hand corner of the home page. Or log on to the FISCSD Internet site at <http://www.sd.fisc.navy.mil> and at the bottom of the page, click the gray bar marked "Contact Us." On either site, just complete the form, fill in the message box with "Dear Max" then hit "Submit."

See ya' soon! Max signing out.



## Mentoring

*continued from page 3*

ensure that all E-5 and below Navy personnel regardless of rate and attached to FISCSD are assigned a mentor. She also wants to make it clear that once assigned as a mentor, you are expected to follow-through because junior Sailors will be depending on you for guidance.

“When I send out reminders to my mentors to make their monthly contacts, I also remind them of our motto, “At FISC, we mentor not torment.” All this means is that we don’t just give our junior guys an assignment and leave them, but we will monitor their progress, continually mentor and guide all of them, and make ourselves readily available to them.”

**Editor’s Note:** *To find out more about mentoring, contact SKC Thompson at (619) 553-7218.*

### May Observances

Asian-Pacific American Heritage Month

National Navy High Blood Pressure Month

National Navy Physical Fitness and Sports Month

National Sight-Saving Month

Mother’s Day (May 9)

Military Spouse Day (May 7)

Armed Forces Day (May 15)

Military Appreciation Month

Memorial Day (Observed May 31)



**SKC (SW/AW)  
Karin Mooth  
(FISCSD SIMA)**

Chief Storekeeper (SW) Karin Mooth is a native of Anchorage, Alaska. Although, her family didn’t come from a history of military people, she was determined to explore the various opportunities the Navy provided and wanted to make a difference in some small way.

Mooth attended Chugiak High School in Alaska, where she graduated with honors. Upon graduation, she headed to Western Washington University in Bellingham, Wash. However, with finances being a little tight, Mooth took a break from college and returned to Anchorage where she worked as a lifeguard, and took college courses when time and money allowed.

Mooth said she decided to join the Navy 15 years ago, after feeling unchallenged and unable to pursue her college goals. Ultimately, her tenacity and hard work paid off.

“My ultimate goal was to complete a business administration degree in management, and I’ve accomplished that,” she said.

After completing Boot Camp in Orlando, Fla., Mooth reported to Shore Intermediate Maintenance Activity (SIMA) San Francisco as a storekeeper seaman. Her career continued as she accepted subsequent assignments at SIMA Puget Sound, USS *McKee* (AS 11), Fleet Training Center/Enlisted Education Advancement Program, and USS *John C. Stennis* (CVN 74).

During her time at FISC San Diego, she has organized several command community projects, including the Partnership in Education program with Roosevelt Middle School. She is also the command representative for the Meals-on-Wheels Volunteer Program for FISCSD’s SIMA site and has served as a Combined Federal Campaign assistant area coordinator, acting as the military liaison. Along the way she has received four Navy and Marine Corps Achievement medals, a Navy Unit Commendation medal, Meritorious Unit Commendation medal, and three Good Conduct medals. To add to her career achievements, Mooth was one of two top enlisted women nominated by FISCSD recently for the 2004 Enlisted Woman of the Year, an award given by the local chapter of the Navy League.

At FISCSD, she is currently the supply expediting leading chief petty officer for Code 100V at SIMA. Mooth and her team represent the Supply department at SIMA production meetings and commanding officer’s arrival conferences.

In her spare time, the mother of two enjoys outdoor activities with her family, and gardening.

### On this day in history...

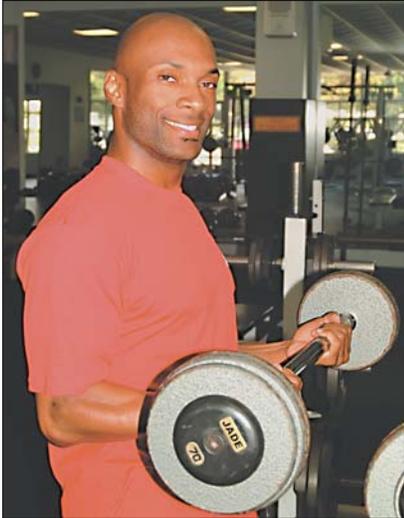
**May 21, 1881** - American Red Cross founded

**May 20, 1844** - USS *Constitution* sails from New York on round-the-world cruise

**May 25, 1973** - All-Navy Skylab crew launched into space for a 28-day mission

## FISC Fitness Forum

### No-nonsense, balanced approach essential in conquering PRT anxiety



#### **SK2 Lorenzo Hill**

I'm SK2 Lorenzo Hill, and I'm your friendly neighborhood fitness guy. Each month, I will provide some helpful tips on getting in shape and will answer any fitness questions you might have. Whether you're just a novice at working out or a seasoned veteran, many of us can use a few pointers about getting into the best shape possible and sticking with a program that works.

The Physical Readiness Test is coming up this month, and I have a few ideas that might help you improve in your overall performance and hopefully put you on the road to ultimately achieving your personal best. Remember, it is not too late to get ready for it.

The first step is to look at your score from the last PRT. What were the areas that needed improving? Did you pass with flying colors with room to spare or did you breathe a sigh of relief because you made it, but barely?

As we all know, the PRT is a numbers game and making a passing score in your age category should always be the goal. But, don't get overwhelmed or stressed out by numbers. To simplify your workout strategy, try this simple plan. Take the numbers for your age group in the individual categories for sit-ups and push-ups and divide those numbers in half. You want to make sure you do half of those exercises when your feet hits the floor, first thing in the morning and the other half when you get home after work, late in the afternoon. If you can't do a set when you get

home, try doing a set just before you hit the sack if it doesn't affect going to sleep.

For some, the run is always a challenge. But, don't limit yourself to running outside when a treadmill might do the trick. Start out at about 15 to 20 minutes per session, three times a week, and remember to run at a brisk pace on a slight incline. If you'd prefer to run outside, a similar schedule would work, but plan on running for about 20 minutes or two miles. Rule of thumb: It's better to go too far than not far enough.

On the day of the PRT, count backwards from your goal number in sit-ups and push-ups so that it seems like the numbers are getting smaller and not larger. While doing the run, pick landmarks to help you with milestones as you run, and find a running buddy so that you can push and encourage each other along the way.

*Editor's Note: Hill is currently training to participate in the Olympic trials in bobsledding and hopes to qualify for the 2006 Olympics. E-mail fitness questions to him at [Lorenzo.hill@navy.mil](mailto:Lorenzo.hill@navy.mil).*

### Training coordinators play important role at FISCSD



*Some of FISCSD's training coordinators took time out for a photo after an informal meeting recently. Training coordinators are still required to keep up with their regular work assignments.*

Training coordinators play a very important role in helping department personnel reach their training goals by actively communicating training information, coordinating training events, and providing critical feedback to the training division. Their role is even more important in light of the policy requiring Individual Development Plans for all employees. Training coordinators assist in monitoring IDPs and ensure their successful execution.

# Happenings around FISC San Diego

## ***Congratulations***

**Charles Schumert, Russell McCollough, Hilda Martinez, and Larry King** - FISCSD members of the ATAC team for winning the 2004 Excellence in Government Award Bronze Medal for Technical Accomplishment for developing and implementing eRMS.

FISCSD Reserve officer, **CAPT John Zarem**, for being selected to attend the FY04 Senior Naval Reserve Officer Orientation Course (SNROOC) June 1-11.

**Terri Bratcher**, Code 073, for completing the Corporate Management Development Program (Level 1).

***Navy and Marine Corps Commendation Medal***  
**SHCS (SW/AW) Benjamin Deguzman**

## ***Letter of Commendation***

**Lloyd A. Jennings**, Code 800, for outstanding support during the Central Web Application Power Track Systems Acceptance Test, Jan. 26 through March 15.

## ***Letter of Appreciation***

**David Alfonso and Rosa Downing**, Code 112, for providing outstanding logistics support to USS *Preble* (DDG 88) in obtaining a CASREP part, allowing *Preble* to conduct equipment repair to a mission critical system.

**Reyna J. Guzman**, Code 100N, for outstanding support provided to USS *Coronado* (AGF 11).

**Darlene Shaw**, Code 040, for outstanding support as the COMFISCS representative to the NAVSUP Five Star Project.

**CDR Mark Semmler**, Code 10, for his leadership in establishing the COMFISCS and Regional Commander Support metrics program and reporting process.

**Robert Robinson** for outstanding customer service support as the logistics support representative for USS *John C. Stennis* (CVN 74).

## ***Sound off***

With the war going on in Iraq, what special significance will Memorial Day hold for you this year?



*"My dad served in the Navy during the Korean War and will be awarded the new Korean Defense Service Medal. Memorial Day will be special this year because of the sacrifices of so many during that war and that they'll finally all be honored."* -- LT Cody Vernon, Code 090. (Photo by LT Ron Flanders)



*"I have a son stationed at Point Hueneme, and he was over there for six months. I'm proud of what he did while there and that he continues to serve his country. I'm thankful to have him safely home for this Memorial Day."* - Terry Barksdale, Code 008. (Photo by LT Ron Flanders)

## **Welcome aboard**



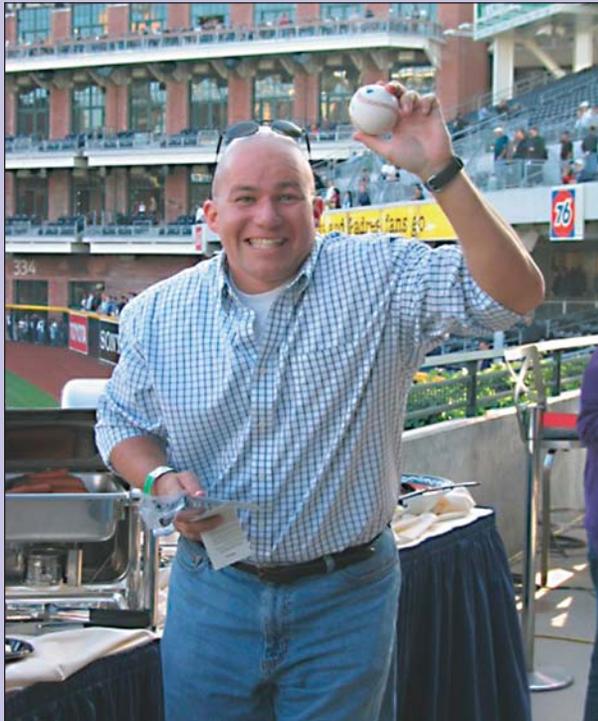
*LTJG Lance Koelkebeck checks in at Code 122. Koelkebeck hails from Ventura County, Calif., and is a USC Trojans fan.* (Photo by Raymond Rodriguez)



*LTJG John Mercado, is getting settled in Code 090. Mercado was born in the Phillipines and has been in the Navy since 1992.* (Photo by LT Ron Flanders)

# Pictures, pictures, pictures

## Grip and grin



*LT Cielo Almanza (Code 200) might consider a second career playing center field for the San Diego Padres. Almanza snagged this high-flying beauty in the Batter's Pavilion section of Petco Park, just before a game between the Padres and the Los Angeles Dodgers, at the FISC Wardroom Hail and Farewell held April 15. Almanza, who is a contracting intern, said two things crossed his mind seconds before the famous catch, "Place your drink down gently, and toss that silly hot dog... it's a baseball!" No word on whether any baseball scouts were in the vicinity at the time. (Photo by LTJG Dara Rosenzweig)*

## California dreamin'



*Is Gary Thomas, Code 200, pondering another Lakers' NBA title? The die-hard fan of the 'purple and gold' was kind enough to allow us to interrupt his lunch and chat about the NBA playoffs. Gary's office tribute to his favorite team includes a photo of his dad with the Lakers' Shaquille O'Neal. (Photo by LT Ron Flanders)*

## Pinup pug



*Kim Longstaff, the owner of this adorable pooch, was too shy to pose for a picture, but 9-month old Molly didn't seem to mind and was a pro in front of the camera.*

## Photo finishes



*RDML Kowba congratulates Darlene Shaw, Code 040, on receiving a Letter of Appreciation.*



*RDML Kowba presents Terri Bratcher, Code 073, with her certificate for completing the Corporate Management Development Program (Level 1).*

## FISC San Diego Training Calendar for June 2004

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

For more information on training courses and programs, online learning, and your training record, log on to the Extranet at [https://extranet.sd.fisc.navy.mil/training\\_set.html](https://extranet.sd.fisc.navy.mil/training_set.html). These classes will be held at the FISC Broadway complex.

### Preparing for Leadership

June 2-3, 8 a.m.-4 p.m.  
Bldg. 1, 3<sup>RD</sup> floor, Pacific Room

### Career Management Workshop

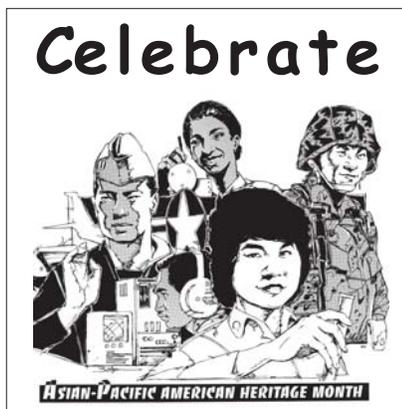
June 10, 8 a.m.-4 p.m.  
Bldg. 1, 3<sup>RD</sup> floor, Eagle Room

### Number Skills

June 15-17, 8 a.m.-noon  
Bldg. 1, 3<sup>RD</sup> floor, Eagle Room

### Motivating at Work

June 24, 8 a.m.-4 p.m.  
Bldg. 1, 3<sup>RD</sup> floor, Eagle Room



## Individual Development Plans: The journey from current performance to future development

**Terri Bratcher**

FISCSD Training Specialist

In the March issue of the Web Corner, we talked about the importance of being part of a learning organization. In a learning organization, the culture is a partnership between leadership and the workforce where the focus is on continually developing organizational competence through planned learning. The boost to our organizational competence happens when we create learning/developmental opportunities that align with and support both the current and future mission of the organization.

So how do we accomplish that? The best way to get a parachute view of matching skills to mission is by applying one of the tools available to us, the Individual Development Plan (IDP).

Here at FISCSD, all employees must have an IDP. It is a plan for training, education and development activities that must be completed within the current fiscal year. The plan is developed through a discussion between the employee and their immediate supervisor with the end results being a connection between the individual's current knowledge/skills, developmental needs, and future departmental/mission related requirements.

One method to use in determining what should be on the plan is to begin with a simple goal setting technique – the **SMART** approach. **SMART** goals give us a roadmap for targeting areas that are critical to both current and future developmental needs. The acronym breaks down as follows:  
**S** = **Specific** Answers the who, what, where, which, why and how.  
**M** = **Measurable** Answers how will progress be measured.  
**A** = **Achievable** Answers if it is in within reasonable reach.

**R** = **Relevant** Answers if the goal is in alignment with the business needs.

**T** = **Timebound** Answers the question of structure – how much time will it take.

Once goals are established, then take into account the four elements of any learning cycle:

**Be** What are some of your “natural” abilities?

What motivates you?

Are you good with people, processes, etc.?

**Know** What you know, is what you know.

Gaps in knowledge need to be filled – look for areas in which to grow

**Do** What job skills/talents do you know how to do?

What other areas can you apply these skills to in the organization?

**Learn** Learning encompasses all areas – skills, education, experience, and talents. People learn best when there are areas that interest them – look for ways to match your skills to learning opportunities.

The responsibility for developing a meaningful IDP falls to both employee and supervisor, but **you** can take the lead and create the substance for **your** IDP by asking yourself:

What direction is the organization going, and what will be needed from me in the future?

What is my five-year goal plan, and what do I want to accomplish?

What are my greatest strengths, and how can I utilize them more effectively?

Do I have any areas that make it difficult for me to do my job, and how can I develop skills in this area?

So, the choice is yours. Don't let your IDP be something that is just a “box” to check each year – make it count.

