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the **Network**
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NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

Volume 21 No. 4 April 2003

News you can use - FPCON information for employees

The following information is provided to prepare you for the possibility of a heightened Force Protection Condition (FPCON) due to world events.

There are currently five levels of FPCONs—NORMAL, ALPHA, BRAVO, CHARLIE, and DELTA.

FPCON DELTA means that an attack/incident has occurred, or is anticipated to occur, in the location where FPCON DELTA is set. In FPCON DELTA, access to installations is restricted to Critical and Essential (CE/EE) personnel. These are the personnel required to continue mission and base operations during heightened FPCON. CE/EE civilian personnel have been identified and notified by their department head/supervisor. If you have not been notified, then you are not considered CE/EE for this purpose.

CE/EE personnel have been issued stickers for their ID badges. These stickers will be honored at all Southwest Region installations. If there is a need to have additional personnel designated CE/EE to support an unanticipated operational requirement, they may be designated at a later time.

Should we go to FPCON CHARLIE, we **do not** anticipate restricting access to CE/EE personnel only. If FPCON DELTA were directed, base access **would** be restricted to CE personnel. In this event, only FISC San Diego personnel designated as CE/EE will report to their duty station. Those employees **not** identified as critical or essential will not report to work. ** Non-critical/essential personnel should remain vigilant and be available for immediate recall in the event that the FPCON is reduced or revised.

****NOTE: Specific base policy which may be promulgated (e.g., Naval Base San Diego, Naval Base Coronado, Naval**

Base Point Loma, etc.) will take precedence over this FISCSD policy. In this case, FISCSD employees would follow the procedures for the base on which they work.

Employees will be notified to report or not report to work by several means:

1. A broadcast message will be posted on the Audix phone system and updated daily. Employees who have access to this system can retrieve audix messages remotely by doing the following:

Dial (619) 532-2121 and wait for the Welcome to Audix message.

Enter your five digit extension and # (pound) sign (e.g., 2XXXX#).

Enter your password and # sign.

Press 2 to get messages.

Press 0 to listen to messages updated daily.

2. Employees can also call the Navy Integrated Call Center (NICC) at 1-877-418-6824 for work status information.

3. All departments have contact information (recall lists) for all assigned personnel. Supervisors will initiate phone trees to contact employees during non-work hours to communicate changes in work reporting procedures precipitated by heightened FPCON.

4. The local news media will be used as a way to get information to all military and civilian personnel in the SW Region. Employees are encouraged to listen to local radio and

See FPCON page 8



FISCSD's own Army Reserve MAJ Tim Pentaleri (pictured 3rd from right), Code 40, was called to active duty for one year on Aug. 15. He is in the 1394th Deployment Support Brigade and has been stationed at Al Udeid Air Base in Qatar since December. Pentaleri's team travels throughout the Area of Operation in support of deploying and redeploying units. His primary mission is to assist units in moving their equipment into and out of Afghanistan. GEN Tommy Franks (pictured center), Commander, U.S. Central Command, visited with Pentaleri and his team on March 15.



Captain's Call

I would like to congratulate all employees on the great results of our recent Inspector General and contracting inspections. These very detailed inspections validated the superb day-to-day performance of the Command.

I ask that you read carefully the information on Force Protection Conditions on the front page of this issue of The Network. We need to be sure that we keep security at the forefront. If you see anything that does not look right, please report it to your supervisors.

Supervisors should pay particular attention to the article on page 9, "Leadership development – alive and

well at FISC San Diego." A new NAVSUP Policy for supervisory training was signed March 3, which reaffirms the value of the great training program we already have here at FISCSD. If you haven't completed your Supervisory CBC Program, it should be the top priority on your Individual Development Plan.

Finally, I want to thank all of you who coordinated and participated in the recent bone marrow donor drive - your response was tremendous!

Keep charging and work safe!

R. E. Berube



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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Sylvia Carcamo, Code 100, and Alejandra Stepho, Code 50, became registered bone marrow donors with the assistance of HN Liban Farah and HM1 Andrew Dicharry from Naval Medical Center San Diego at the DoD Donor Drive held at FISCSD on March 12. The Drive was held with the hopes of finding a match for six-month-old Chiara Dini, daughter of LT Fred Dini, former Code 200 contract specialist now assigned to SPAWAR. See related article, "196 become registered donors at Bone Marrow Drive," on page 10.

DoD advises new ways to support servicemembers

Special release from the Department of Defense

To bolster force protection, the general public is urged not to send unsolicited mail, care packages or donations to service members forward deployed unless you are a family member, loved one or personal friend.

On Oct. 30, 2002, the Department of Defense suspended the "Operation Dear Abby" and "Any Servicemember" mail programs due to force protection concerns. Although these programs provide an excellent means of support to friends and loved ones stationed overseas, they also provide an avenue to introduce hazardous substances or materials into the mail system from unknown sources. Unsolicited mail, packages and donations from organizations and individuals also compete for limited airlift space used to transport supplies, war-fighting materiel and mail from family and loved ones.

Recently, DoD has become aware of organizations and individuals who continue to support some form of the "Any Servicemember" program by using the names and addresses of individual servicemembers and unit addresses. These programs are usually supported by well-intentioned, thoughtful and patriotic groups who are simply unaware of the new risks facing deployed military forces.

To show support to troops overseas, the following are recommended:

- Log on to the following Web sites to show support, to include greeting

See **Support servicemembers** page 12

Right: Members of CODE 100D were recognized by CAPT Berube on March 4 for participating in SAP training in support of SMART ERP implementation.



Got any Bright Ideas?

Phil Dyck, Code 40

Ever have an idea that would change things for the better here at FISCSD, but since the idea had to do with something outside of your control, you just forgot about it? Well, here's your chance to make a difference. Under the Bright Idea Beneficial Suggestion Program, all an employee has to do is tell the Bright Idea advocate, Mary Lou Hobbs, their idea for it to be submitted.

The idea originator needs to identify how the idea can be implemented and explain the potential tangible and/or intangible benefits, but the originator has help from the advocate to put these things into writing.

Both military members and civilians may submit ideas and receive cash awards if their ideas are implemented. Also the recipient will receive a Bright Idea pin (bronze, silver, or gold), an ID badge holder, and an award certificate.

This is a perfect time to submit an idea especially since we're "transforming" into an improved organization that will have new processes. Previous adopted Bright Ideas include our Extranet's "Spotlight on Service" program where an employee may recognize other employees or divisions that provided great internal support. The SOS program is very successful and is utilized by all codes.

A Bright Idea is a proposal with a recommended solution designed to improve operations that are outside of a person's normal job responsibilities. Work that is performed within a person's job responsibilities may be awarded under FISC's other incentive award programs. Ideas that identify the need for routine maintenance work, recommend enforcement of an existing rule, propose changes in housekeeping practices, call attention to errors or alleged violations of regulations, or result in intangible benefits of "good will" are not eligible for consideration.

To submit a Bright Idea, contact Mary Lou at (619) 532-1959 or complete the form on the FISC Extranet home page at <https://Extranet.sd.fisc.navy.mil>.





Occupation: Trouble shooter (LSC deputy director).

Birthplace: Anchorage, Alaska

I graduated from: Buena High School, Sierra Vista, Ariz., and University of Colorado - Go Buffs!! I also have a degree and a teaching certificate from a couple of colleges without football teams.

What brought me into civil service: Good karma...I applied with the right skills, to the right vacancy, at the right place and at the right time.

Hobbies: Sharing a smile, snow skiing, sailing, jogging and a variety of other fitness activities.

Nobody knows: My great grandfather Cording lost the family ranch in Colorado in a poker game which indirectly led to me being certified in California as a teacher in math and business.

Pet peeve: My biggest work peeve is any policy that creates "Catch 22" situations for our customers. On a personal level, my biggest pet peeve can be expressed in the immortal words of Odd Ball from the movie Kelly's Heroes, "Would you quit with the negative waves!"

If I could change anything, I would change: I have a long list of things "to do" for when they make me "king," but the first would be implementing the golden rule: Do unto others as you would have them do unto you.

Secret to success: Tenacity, with a little bit of talent.

If I could do it over, I'd: I can't do it over, so instead I'll try to do it right now and in the future - spend more time on things that matter (family and friends) and less time on things that don't (TV).

I'd give anything to have met: I would like to have had a chance to learn philosophy from Socrates (engage in a discussion assuming I could learn to speak Greek).

I've never been able to: Pass up a challenge, that wasn't life threatening.

The last good book I've read: For pure recreation, Harry Potter (four volume series). For more serious work, My American Journey - Autobiography of Colin Powell.

Favorite quote, motto or phrase: "Badges? We don't need no stinking badges!" Although a quote from Blazing Saddles, this is also an excellent response to a "Catch 22".

Favorite singer/group: Depends on what I'm doing at the time, but includes Sade, Staind, ZZ Top, Led Zeppelin, and Dvorak's New World Symphony. However, there's nothing quite like the Beatles for singing along with the music.

See Cording, page 5

Strawmyer named NAVSUP Sailor of the Year



SKI(SW) Grant Strawmyer, FISCSD's SIMA site, is recognized by CAPT Ray Berube for being named NAVSUP's Sailor of the Year. Photo by Paul Stuhler

Storekeeper First Class (Surface Warfare) Grant R. Strawmyer has been selected as the Naval Supply Systems Command's Sailor of the Year for 2002.

Petty Officer Strawmyer, a native of Lebanon, Ind., enlisted in the U.S. Navy in April 1989. He is currently assigned to FISC San Diego's Shore Intermediate Maintenance Activity site and is actively pursuing a bachelor's degree in business administration from Grossmont College.

Strawmyer's sustained superior performance and personal commitment to excellence in the support of SIMA San Diego's production shops resulted in increased operational, material and combat readiness of Pacific Fleet ships and submarines.

"Petty Officer Strawmyer's exemplary professionalism and dedication to Fleet readiness are tributes to the superb quality of the enlisted segment of our supply team," said NAVSUP Commander RADM J. D. McCarthy. "Yet another example of the dedicated and talented men and women serving our Navy with distinction."

Strawmyer's prior duty assignments include USS *Stein* (FF 1065), USS *Lake Champlain* (CG-57), Naval Computer and Telecommunications Station North Island, and USS *John Paul Jones* (DDG 53).

“Straight-talk” answers to some of your NMCI questions

Q: I keep getting that message in my Lotus Notes e-mail about deleting/archiving files over 50mb before the NMCI cutover. Why is that so important?

A: If you have e-mails in your inbox/sent box that exceed 50mb, some of them are likely to be lost when transferred from Lotus Notes on cutover day. That's why it's VERY IMPORTANT to purge and archive e-mail/files in Lotus Notes before the cutover date.

Q: Do I even need to be there on the cutover date?

A: Yes. The technician will not install or transfer data to your new PC if you are not present. It is very important to find out from your supervisor the date you are expected to cutover to NMCI and make arrangements to be in the office. If you cannot be there, technicians are only allowed to return once to install your new PC.

Q: What should I expect when I come to work on my NMCI cutover date?

A: A technician will arrive at your workstation with new computer hardware and will start the process of transferring all the information from your old PC to your new NMCI PC. This transfer of data should take from one to three hours, depending on how much you have on your old PC. The more data you can purge ahead of time, especially from Lotus Notes, the less time it will take. You'll have access to your telephone, but don't expect use of either computer for most of the day.

Q: Will there be any training provided?

A: You can expect to receive about an hour training session two to three days prior to cutover which provides general NMCI user information. On the day of cutover, a technician will assist you on getting up and running on your new machine. For additional

training needs, you can visit the NMCI learning center from your NMCI PC (you can only do it from any NMCI computer, not your old one). For a preview of the online training that will be available from your new NMCI workstation, check out the Web site <http://www.nmci-isf.com/usertraining.htm>.

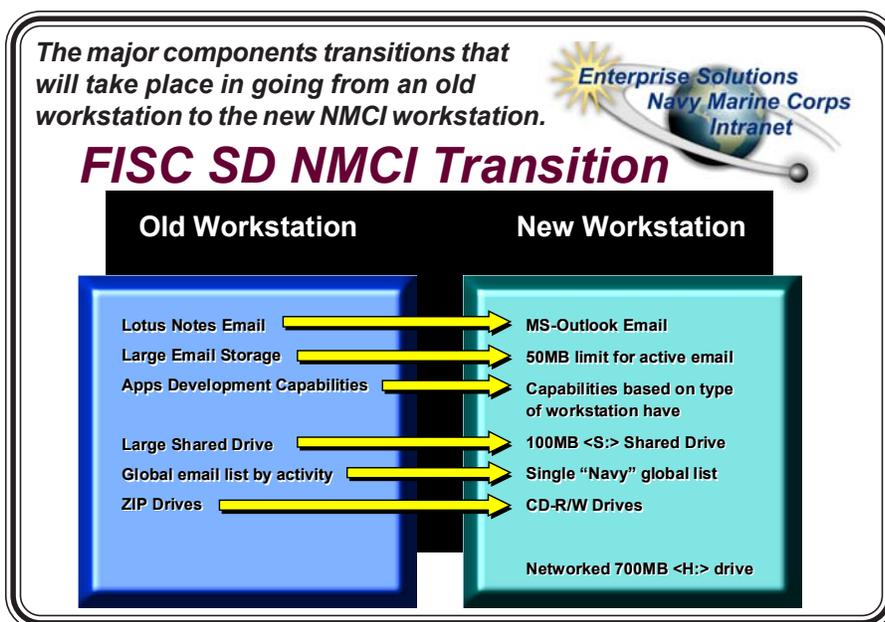
Q: What happens to my old PC?

A: Once your new NMCI computer has been installed, your old PC will be boxed and remain at your desk for a few days. The boxed old PC will then be picked up three to four days after cutover has been completed. For those individuals that need to have access to “quarantined” applications (i.e. applications currently in use that will

not run under NMCI), a certain number of old workstations will remain in place to allow use for such access.

Q: Who do I contact if I encounter a problem during cutover, or after having been cutover?

A: On cutover day, there will be local NMCI reps to handle questions regarding issues with your new workstation. The goal is to isolate and handle as many issues as possible during the day that you are cutover. After cutover, you would then call the NMCI help desk. For “quarantined” workstations (i.e. your old workstation) left on your desk to allow for use of applications that won't run under NMCI, you would call the NMCI help desk as well.



Cording

continued from page 4

I wish I could stop: World hunger.

The one thing I like best about myself: If you've read this so far you'd probably agree I like myself a lot (everybody needs a fan club with at least one member). That said, I think I have a good sense of humor.

I am most proud of: My family.

My most embarrassing moment: Without too many graphic details, let's just say it involved rollerblades and a road rash that prevented me from wearing long pants to work for a couple of weeks.



**LTJG
Dara
Rosenzweig**

LTJG Dara Rosenzweig was born and raised in New Orleans, La. She graduated from Loyola University in New Orleans with a bachelor's degree in communications and a minor in english writing. Rosenzweig worked in advertising until she joined the Navy and earned her commission from Officer Candidate School, Pensacola, Fla., in May 2000.

Upon completion of Navy Supply Corps School Basic Qualification Course in Athens, Ga., Rosenzweig reported on board USS *Shreveport* (LPD 12) where she performed the duties of disbursing officer, sales officer and food service officer. After six months from reporting on board, she was designated supply corps surface warfare officer.

Deployed to the North Arabian Sea one week after the Sept. 11 terrorist attacks, she coordinated and photographed all ship's recreational events and documented them by single-handedly designing and creating the ship's Enduring Freedom cruise book.

Currently, LTJG Rosenzweig is attached to FISC San Diego and serves as customer service officer for FISCSD SIMA site. In this position, Rosenzweig is responsible for ensuring fleet readiness as the supply liaison for all SIMA jobs.

Her personal decorations include a Navy and Marine Corps Commendation Medal and Navy and Marine Corps Achievement Medal.

DFAS working to correct overpayments

The Defense Finance and Accounting Service and the Navy are working to resolve overpayments made to approximately 2,200 service members who were assigned to some afloat units between 1998 and 2000.

The overpayments occurred during the transition to upgraded pay systems and total approximately \$3 million. The overpayments were identified during a routine audit by the Navy Field Examination Groups. Of the 2,200 accounts that will be affected, 1,100 are active-duty. Affected Sailors are being notified by their chain of command and will be given the opportunity to schedule repayment over two years or apply for a waiver or remission of the debt. Service members who were overpaid but no longer on active duty will be notified by DFAS Debt and Claims Management.



LT Cielo Almanza is congratulated by CAPT Ray Berube upon receiving the Navy and Marine Corps Achievement Medal. The award recognized Almanza for professional achievement as Navy acquisition contracting officer intern, FISCSD, from October 2002 to March 2003.

Navy releases 'Perform to Serve' procedures to Fleet

Journalist 2nd Class Laura Goulding
Center for Career Development Public Affairs

The Navy recently released the details to support its newly-announced Perform To Serve (PTS) initiative.

Those details can be found in NAVADMIN 050/03, which is available on the Web at www.bupers.navy.mil/navadmin/nav03/nav03050.txt.

Perform to Serve is a centralized reservation system that will encourage some reenlisting Sailors to convert from crowded ratings to critically-undermanned ratings offering better promotion opportunities.

Initially, only first-term Sailors in CREO Group 3 ratings with an end of active obligated service (EAOS) in April 2003 or beyond will be required to apply for reenlistment under PTS. Eventually, the program will apply to all first-term Sailors.

The deadline for submission of PTS applications is the last Friday of each month. Requests received after the deadline will be processed the following month. The ideal time to submit PTS requests is 15 months prior to a Sailor's EAOS/projected rotation date (PRD).

The Navy Personnel Command (NPC) will begin processing requests 12 months from EAOS/PRD. However, NPC will process applications for special programs the month following their submission. Sailors who desire a rating conversion should include three alternative choices from CREO groups 1 or 2 (those ratings that are undermanned or manned appropriately) with their application.

Commands can submit PTS applications to NPC via e-mail or naval message. Commands will receive monthly PTS results during the second week of each month.

For more information, please visit www.StayNAVY.navy.mil or contact NPC's Customer Service Center by calling 1-866-U-ASK-NPC (1-866-827-5672).

Flash from the Chief

Supply Corps Internship Programs

The Supply Corps Internship Programs provide an excellent opportunity for junior officers to explore major Supply Corps policy arenas while gaining on-the-job training in a functional subspecialty.

Six acquisition internship programs are available to outstanding junior Supply Corps officers: Navy Acquisition Contracting Officer (NACO), Navy Petroleum Officer Trainee (POL), Business/Financial Management (BFM), Integrated Logistics Support (ILS), Information Technology (IT) Program and the Transportation (NAVTRANS) internship program. Each program offers a two-year tour, combining experience and formal training. Upon program completion, interns receive a Level II career field certification in their respective acquisition career field, as well as an experience subspecialty code (S code).

Additionally, the Supply Corps will select and send four Junior Officers for one-year internships on the Joint Staff. This program is part of a larger initiative to strengthen and more fully develop our expertise in Joint and Operational Logistics.

NAVSUP OP convenes an administrative screening board in April and October of each year. Interested officers must submit a written request endorsed by their Commanding Officer by 11 April in order to be considered for the April 2003 board. Applicants for the NACO Internship Program must complete 24 business credit hours (or the equivalent) prior to completion of the NACO program and consideration for Level II certification in the field of Acquisition (a copy of transcripts will be required). A sample application and/or additional information on the internship programs may be found on the Supply Corps Personnel Web site



RADM J.D. McCarthy

at <http://www.persnet.navy.mil/pers4412/requirem.htm>. Requests should be mailed to:

*Navy Personnel Command
(PERS-4412)
Director, Supply Corps Personnel
5720 Integrity Drive
Millington, TN 38055-4412*

The primary selection criterion is sustained superior performance during an applicant's initial afloat tour. Applicants may submit a package prior to obtaining a warfare qualification; however, a warfare qualification must be obtained prior to negotiating orders with their detailer. Except for the Joint Operational Logistics Internships on the Joint Staff, participation in an internship incurs a two-year obligation. Please contact LCDR Doug Noble, SUP OP32A, at 901-874-2914 (DSN 882) or at p4412t@persnet.navy.mil with any questions.

I highly encourage senior officers to mentor our brightest young officers about the valuable experience and training provided by these internships.

TRICARE Mail Order pharmacy begins

Tricare Management Activity

On March 1, the TRICARE Mail Order Pharmacy program replaced the National Mail Order Pharmacy program as the prescription mail order pharmacy benefit for DoD military health system beneficiaries. The TRICARE pharmacy benefit and co-payments remain the same - only the program name and benefit manager have changed.

To be eligible for the new pharmacy benefit, the sponsor and family member must both be enrolled and eligible in the Defense Enrollment Eligibility Reporting System. Members of the National Guard and Reserve and their family members are also eligible for TMOP if the sponsor is on federal (Title 10 or Title 32) active-duty orders for more than 30 days, and their DEERS information is up-to-date. TRICARE eligibility for sponsors and family members is effective on the date of activation on the sponsors' orders.

Prescription medications filled under TMOP cost \$3 for a 90-day supply for generic medications, and \$9 for a 90-day supply for most brand-name medications. Deliveries for locations within the United States require approximately 5 to 7 days to process.

Before a prescription can be filled, each beneficiary must complete a one-time Express Scripts registration form. The registration form is available online at www.express-scripts.com, or may be picked up at any military treatment facility or regional TRICARE service center.

Beneficiaries may check the status of their new or refill prescription orders anytime at www.express-scripts.com or by calling toll free, 866 DOD-TMOP (866-363-8667).

You are invited to the Synergy Center Open House

Mike Yelda

GroupSystems facilitator/Training Specialist

What if someone told you that your time spent in meetings could be cut in half? One of the most valuable assets at FISC San Diego is the Synergy Center, which can do just that. Our Synergy Center features collaborative software called GroupSystems, which can cut meeting time drastically while improving meeting productivity.

Want to learn more? The FISCSD Training Division is hosting a Synergy Center Open House April 29 from 9 a.m. – 1:30 p.m.

The Synergy Center is located on the third floor of Broadway building 1. Constructed in 1998, the room is used for computer-based training as well as “Group Systems” sessions. Group Systems is a powerful tool which helps a team to reliably and effectively

develop a shared understanding of a problem or task, and reach consensus on strategies and actions.

Using GroupSystems, team or meeting members come together to gather ideas, vote, create action plans, and track progress using an extensive suite of collaborative tools. At FISCSD, Group Systems is used in a face-to-face environment in the Synergy Center.

Typical uses of Group Systems include strategic planning, risk assessment, data collection, focus groups, and requirements definition processes. The system is great for targeting the true objective of a meeting, keeping members focused, and reaching consensus in a short period of time.

During the open house, Mike Yelda and John McMillion will demonstrate all of the features of the system at the top



John McMillion, GroupSystems technographer, and Mike Yelda, GroupSystems facilitator, conduct a GroupSystems session in the Synergy Center. All are invited to attend the Synergy Center Open House on April 29.

Photo by Rod Rodriguez

of every hour and answer questions. Mike is a certified Group Systems facilitator; John is one of only six individuals nationwide certified as a Group Systems technographer.

See you in the Synergy Center on April 29!

Recruiting Command Diversity VIP visit



Civilian prospects came to FISCSD on March 6 to get a first-hand view of the Navy's Supply Officer community. San Diego is usually chosen as a stop for the VIPs due to the high concentration of fleet activities in the area. LT Jerome Dixon, Code 100V, provided the group with an informative brief about the Supply Corps and answered questions about his duties and responsibilities as a Navy officer.

FPCON

continued from page 1

television stations for updated announcements and information. Again, the policy established by the base on which you work will take precedence.

Non-critical/essential employees who are prevented from coming to work, will be placed on administrative leave (excused absence) for up to three days. If heightened security restrictions continue beyond three days (72 hours), employees will be required to use Annual Leave (LA) or Leave Without Pay (KA). Questions concerning leave status should be addressed to your servicing personnel management advisor. HR contact information is available on the Extranet at <https://Extranet.sd.fisc.navy.mil> under the HRO tab.

For more information contact the Public Affairs Office at (619) 532-1442 or by e-mail to Nannette_Davis@sd.fisc.navy.mil.



FISC San Diego Training Calendar for May 2003

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

For more information on training courses and programs, online learning, and your training record, log on to the FISC Employee Extranet at https://Extranet.sd.fisc.navy.mil/training_set.html.

Problem Solving and Decision Making

May 6-7, 8 a.m. - 4 p.m.
FISC Bldg. 1, 3rd Fl., Nautical Room.

Dealing with Difficult and Angry People

May 8, 8 a.m. - 4 p.m.
FISC Bldg. 1, 3rd Fl., Pacific Room

Distribution Standard System (DSS)

May 13, 8 a.m. - 3 p.m.
FISC Bldg. 1, 3rd Fl., Synergy Center

Requisition by Milstrip

May 13-15, 8 a.m. - 4 p.m.
FISC Bldg. 1, 3rd Fl., Nautical Room.

Raving Fans

May 21-22, 8 a.m. - 4 p.m.
FISC Bldg. 1, 3rd Fl., Eagle Room

The Leader's Portfolio

May 21-22, 8 a.m. - 4 p.m.
FISC Bldg. 1, 3rd Fl., Pacific Room

Leadership development – alive and well at FISC San Diego

Ann Braeutigam

Director, FISCSD Workforce Development

Today, our leaders face greater challenges than ever before. FISCSD's Supervisory Competency Based Certification (CBC) Program was designed to provide supervisors and managers the skills needed to enhance their leadership effectiveness in meeting workplace demands. Our program more than meets the guidelines outlined in a new NAVSUP Supervisory Training Program policy approved March 3 requiring a minimum of 60 hours of training, with 40 hours devoted to Management Practices and Policy (leadership, teambuilding, delegating, motivation, etc.) and 20 hours allotted for Personnel Management Practices.

Our Supervisory CBC Program is for supervisors, managers, and military officers who supervise civilian employees. Based on core competencies identified by Navy's Civilian Leadership Development Continuum, the program offers a core curriculum of six courses.

The Leader's Portfolio teaches risk and conflict management techniques, leadership styles, delegation, and empowerment. *Situational Leadership II*, a Blanchard Training and Development course, provides a practical method for supervisors to identify the needs of their employees and use the appropriate management style. *The Civilian Personnel Management Academy* is sponsored by the Commander Naval Region Southwest Human Resources Office and covers topics all supervisors should know about civilian personnel practices and procedures. *Effective Briefings* helps supervisors enhance their presentations and write standard operating procedures, while *Building Winning Teams* provides tools and skills for improved communication and problem solving in teams. *Myers-Briggs Team Dynamics* is a new course which goes beyond the type and temperament theory introduced in the *Myers-Briggs Workshop*, by including an enlightening look at interaction styles.

These core requirements are to be completed by a new supervisor or officer within the first two years of appointment, with the exception of *Civilian Personnel Management Academy*, which should be completed within the first six months.

In addition to the core requirements, supervisors must complete at least 20 hours of elective developmental training. This elective component is fashioned after a real academic college curriculum, in which coursework is personalized and based on the individual supervisor's need for further development in specific areas.

In tandem with formal classroom training, the supervisor is expected to demonstrate competency in each identified skill area. Upon completion of all coursework and after verification of competencies by the next level manager, the supervisor is awarded a certificate of completion in a special awards ceremony.

However, development does not stop here. Once CBC certified, supervisors are expected to complete additional leadership development to continually update their skills. NAVSUP's new policy requires 24 hours of follow-on training each year consisting of 16 hours in Management Practices and Policy and eight hours of Personnel Management Practices training. FISC Training will sponsor refresher training annually to help certified supervisors meet this requirement.

For further information on the Supervisory CBC Program contact the program manager, Ellen Fuller, at (619) 532-2615, DSN 522-2615.

196 become registered donors at Bone Marrow Drive

Way to go FISCSD!

A total of 196 people signed up to be donors at the Bone Marrow Donor Drive on March 12 on behalf of six-month-old Chiara Dini.

Chiara, who is diagnosed with Juvenile Myelomonocytic Leukemia, is the daughter of LT Fred Dini, former Code 200 contracting specialist who now works at SPAWAR. Chiara's best hope for survival is a bone marrow transplant.

LT Dini expressed his gratitude to all those who participated in the Drive. "My personal thanks to all the volunteers and to all those who participated. Whether all the tests should help Chiara directly or someone else, my wife and I have a special empathy now with all those parents who should have to see their kids endure cancer — right now there's 130 of those kids being seen at Balboa alone. On their behalf too, thanks for being good friends and good shipmates."

"My personal thanks to all the volunteers and to all those who participated. Whether all the tests should help Chiara directly or someone else, my wife and I have a special empathy now with all those parents who should have to see their kids endure cancer..."

LT Fred Dini



Dianne Boykin, Code 055



Joe Young, Code 055



Mary Laborin, Code 240



Clockwise from back left: John Loeffler, Code 30, Fred Schricker, Code 30, Norma Pryor, NCIS, Denise Garcia, CNRSW and Yvonne Gonzales, NCTC.



SKI Maribel Caro, SIMA

No major findings!

FISCSD receives satisfactory rating for command and procurement programs

The Naval Supply Systems Command Inspector General recently conducted a Command Assessment (CA) of FISCSD. The command received a grade of satisfactory on its mission performance and the adequacy, quality and management of personnel, facilities and resources.

The NAVSUP Deputy Commander for Contracting Management concurrently performed a Procurement Performance and Management Assessment Program (PPMAP) review and FISCSD received a grade of satisfactory.

Both of these programs can only be graded as satisfactory or unsatisfactory.

The results of both reviews revealed no major findings. There were four minor findings with 10 required

actions for the CA, and 11 findings and eight issues (recommendations) and four best practices for the PPMAP.

"These results did not come by accident," said Joe Zakocs, FISCSD's Command Assessment coordinator, "To prepare for the assessments, FISCSD personnel spent many hours conducting pre-assessment checklists and contract file reviews. And, their efforts paid off."

The NAVSUP IG concluded the evaluation by noting, "FISCSD is committed to fulfilling its mission to

provide quality supply services to shore activities and fleet units, while supporting its obligations as the newly appointed Assistant Chief of Staff for Regional Commander Support and standing up the Lead FISC through NAVSUP Transformation efforts."



Joe Zakocs, Code 074, is congratulated by CAPT Berube for his contributions as the coordinator of the NAVSUP IG. Naval Reserve CAPT Mike Schesser, Command Support and Development director, also served as a coordinator.

Letter of Appreciation

Mary O'Brien and Robert Douglas, Code 240, for contracting support provided to Naval Facilities Engineering Command in procuring their furniture requirements for fiscal year 2002.

John Middleton, Code 240, for support of FISCSD's Partnership in Education by assisting in cubical assembling for Roosevelt Middle School.

Chris Hickman, Code 260, and **Frances Cardozo, Caroline Standish, Mary O'Brien, Jessica Dunker, and Luis De LaFuente**, Code 240, for contracting support provided to the Navy Environmental and Preventive Medicine Unit No. 5.

Royal Navy LCDR Aidan Talbott and Danny Cajigas, Code 112, for logistics support provided to USS *Nimitz* (CVN 68) as she prepared for deployment.

HT3 Kawaun Thomas, BU1 Terry Bartlett, SK1 Elmer Saldevar, SK2 JoAnne Curry, SW2 John Dewey, EO3 Aaron Brady, EO3 Todd Westlund, and CE3 Harrold Flauta, FISCSD SIMA site, for providing more than 4,400 containers of 248 line items of hazardous material to USS *Nimitz* on short notice.

Lois Gilmore, Cheryl Marsh, Debbie Gray, John Tubao, and Jimmy Flanagan, Code 260, and **Rick Wilson, Tito Escoto, Wayne Dailey, and Kevin Boyett**, Code 122, for providing



George Baker, Code 112, gets a Bravo Zulu from CAPT Berube for his outstanding logistics support provided to USS *Fitzgerald* (DDG 62). Photo by Paul Stuhler.



Gene Hepler, formerly of Code 50, receives a plaque from CAPT Berube upon his retirement after 31 years of government service.

valuable assistance in allowing USS *Nimitz* to meet mission requirements.

Fred Melanson, Code 111, for expediting the release of equipment urgently needed by the Army in Kuwait.

Larry Vail, Code 032, for serving as IT coordinator during the NAVSUP IG.

Letter of Commendation

SK2(SW)s Patricio Cabrera, Anthony Hinds, Sand Watkins, Teodora Tapia, Felicia Lara, Mark Corcoran, Alexander Norin and Wilburt Visaya, SK2s Maria Delgado, Horatio Green, and Gerardo Bensang, SKC(SW) Danilo Tuason, SKC Tammie Gallagher, SK1(SW)s Grant Strawmyer, Rommel Enriquez, Rodney Ridenour, Edward Hertel and Jose Medina Garcia, and SK3 Danielle Bottomley, FISCSD SIMA site, for helping SIMA earn the Project Good Neighbor Flagship Award for 2002.

SK1(SW) Jason Thomas, FISCSD SIMA site, for reenlistment.

SK3 Amanda Esparza, FISCSD SIMA site, for performance of duties as customer service/issue and stow storekeeper from January 2002 to March 2003.

SK2(SW/AW) Felicia Nelson, FISCSD SIMA site, for performance of duties as material source solution team storekeeper from July to December 2002.

Navy and Marine Corps Commendation Medal

SKC(SW) Danilo U. Tuason, for service as Customer Service Division leading chief petty officer, FISCSD SIMA site, from September 1999 to April 2003.

LT Cielo Almanza, for service as Navy Acquisition Contracting Officer intern, FISCSD, from October 2002 to March 2003.

MMC George Korth, for service as leading chief mess management specialist, Naval Reserve FISCSD Headquarters 119, from September 1997 to September 2002.

SK1(SW) Jose Medina-Garcia, for service as material source solution team storekeeper, FISCSD SIMA site, from July to December 2002.

SKC(SW) Danilo Tuason, for service as Customer Service Division leading chief petty officer, FISCSD SIMA site, from September 1999 to April 2003.

SK2(SW) David Momberg, for service as shipping and delivery leading petty officer, FISCSD SIMA site, September to December 2002.



CAPT Berube says "Bravo Zulu" to the FISCSD HAZMAT Team for helping USS *Nimitz* (CVN 68) become deployment-ready. Photo by Paul Stuhler

Joint Service Achievement Medal

LT Phillip Diana, for service as FISCSD liaison to Defense Distribution Center San Diego from August 2001 to March 2003

Retirements

Roy Ellison, 39 years service

Glenn Hildebrand, 33 years service

Richard Yeske, 28 years service

NAVSUP establishes ACOS for Acquisition, Industrial, International Logistics Support

The Naval Supply Systems Command announced that effective March 21, Commander, Naval Inventory Control Point will function as the Assistant Chief of Staff for Acquisition Support (AS), Industrial Support (IS) and International Logistics Support (ILS).

In this new and expanded role, ACOS AS/IS/ILS will set policy, and coordinate and monitor performance of enterprise-wide NAVSUP support for all functions associated with Navy weapons systems acquisition and logistics support, and industrial support to Program Executive Officers, hardware systems commands, and international customers.

ACOS AS/IS/ILS will be responsible for functions previously staffed and managed in NAVSUP headquarters by the Deputy Commander for Fleet Logistics Operations (SUP 04). This includes setting policy for industrial, retrograde, preservation, packaging, packing and marking, cataloging, provisioning, and wholesale/retail inventory, disposal/DEMIL, and MIT/SIT; Naval Logistics Library; ship-based copier program; Diminishing Manufacturing Sources and Material Shortages; allowance policy and support; and serial number tracking.

ACOS AS/IS/ILS will also be responsible for functions previously staffed and managed in the Fitting Out and Supply Support Assistance Center such as shipboard outfitting support and the Price Challenge Hotline.

The outfitting function performed at

Need a stat? Try www.fedstats.gov

Darlene Shaw

e-Business/Knowledge Management

Often in the course of our day-to-day activities, we need to find statistics on a particular subject to support a presentation, point paper, or discussion. If you find yourself in this situation, here's a Web site to check out: www.fedstats.gov. FedStats'

About page states, "All of the statistical information available

through FedStats is maintained and updated solely by Federal agencies on their own Web servers."

This Web site is a clearinghouse for all types of statistics. Official statistics collected and published by more than 100 Federal agencies are available here. The information can be accessed in several different ways.

The site has a traditional search engine. Additionally it can be searched alphabetically by topics, by agency, both alphabetically and by topic and geographically via maps.

The site has other tools as well. The database area links the user with

many text and numeric databases available from Federal agencies for policy analysis and general research. Web-based tools allow you to use your browser to view predefined reports and generate your own tables with data obtained through searches and queries of summary and microdata files. View the data in a

variety of formats including HTML tables and graphics, print, or download into

spreadsheets.

There is a press release area and a links page, which provides a gateway to other government Web sites for statistics. Federal statistical policy information is available. Even kids can have fun on this site with the index of kids' pages provided for government Web sites that include fun facts, games, project ideas, and career information.

The site is very neatly designed. Everything is easy to find. All is user friendly. So the next time you're in need of numbers, surf on over to FedStats!



FISC Puget Sound was also realigned to ACOS AS. The work is currently performed at FISC Puget Sound and will transfer to NAVICP Mechanicsburg no later than Oct. 1, 2003.

Working level points of contact, phone numbers and addresses for all personnel supporting AS/IS/ILS functions will not change.

The establishment of ACOS AS/IS/ILS represents the second in a series of NAVSUP transformation initiatives. NAVSUP expects to complete all ACOS alignments by Oct. 1, 2003.

For more information on Acquisition Support contact CAPT Joseph Kenney at DSN430-3702; for Industrial Support contact CAPT Daniel Smoak at DSN 442-2103; and for International Logistics Support contact CAPT Douglas Sweeney at DSN442-3535.

Support servicemembers

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cards, virtual Thank You cards and calling card donations to help troops stay in contact with loved ones: www.defendamerica.mil/support_troops.html; www.usocares.org/home.htm; and www.army.mil/operations/iraq/faq.html.

- Visit Department of Veterans Affairs hospitals and nursing homes. Volunteer your services to honor veterans who served in past conflicts.

Mail from family members and loved ones has always been encouraged, and the military mail system will continue to work hard to get that mail to servicemembers overseas.