

## SMART ERP pilot to go live ERP key to transformation of Navy maintenance / supply

The Naval Supply Systems Command / Naval Air Systems Command Supply Maintenance Aviation Reengineering Team (SMART) Enterprise Resource Planning (ERP) pilot project is expected to go live Jan. 3.

At that time, 440 end-users at the Regional Supply Office/Aviation Support Detachment Norfolk, Fleet and Industrial Supply Center San Diego's Naval Air Depot North Island site, the Naval Inventory Control Point's E-2C Hawkeye and LM-2500 Gas Turbine Engine Integrated Weapons Support Team, and a component of the Aircraft Intermediate Maintenance Detachment Norfolk began using the new SMART ERP system.

The SMART ERP pilot implementation affects the fleet in the following ways. About 2,500 E-2C Hawkeye NIINS and 15 LM-2500 gas turbine engine parts are no longer managed in UICP. The ERP system holds transactional data for these parts. The fleet continues to submit and receive requisition status via MILSTRIP transactions. However, national wholesale inventory levels are visible only through the NAVSUP One Touch System at [www.onetouch.navy.mil](http://www.onetouch.navy.mil).

RSO/ASD Norfolk is operating in ERP; therefore, their inventory is visible only in ERP.

The Navy Integrated Call Center is available to assist with the use of the One Touch system. The NICC phone number is 1-877-418-6824, option 1.

Carcass tracking and material obligation validation (MOV) has changed for the 2,500 E-2C Hawkeye and 15 LM-2500 gas turbine engine parts. NAVICP no longer provides automated MOV for these parts. Carcass tracking stops upon supply officer receipt of turn-in.

The SMART ERP system is a commercial off-the-shelf software suite that will ultimately replace legacy supply and maintenance management systems such as UICP - National Supply Management, UADPS-U2 - Regional Supply Management, and NALCOMIS OIMA - Intermediate Level Maintenance.

The ERP system is key to the transformation of the Navy maintenance and supply chain to meet Chief of Naval Operations and Secretary of the Navy future years goals. ERP decreases logistics infrastructure costs and offers a flexible system that provides accurate and timely logistics information.

The SMART pilot go-live is the final of four Navy Systems Command ERP pilot efforts to do so. In the case of SMART, this pilot will demonstrate the capability of an off-the-shelf commercial ERP product to provide integrated wholesale and retail supply as well as intermediate and depot maintenance support for Navy shore-based units.

For more information contact CDR Tom Gerstner at (717) 605-4631 or by e-mail to [robert\\_t\\_gerstner@navsup.navy.mil](mailto:robert_t_gerstner@navsup.navy.mil).

## FISC SIMA site Sailors again recognized as good neighbors



*FISC SIMA site Sailors participated in the Roosevelt Middle School Multicultural Festival and 80th Anniversary. Chiefs and petty officers, representing the diversity of the U.S. Navy, served ice cream sundaes to students and guests, and provide security patrols for the event.*

FISC Sailors assigned to the Shore Intermediate Maintenance Activity site have had a positive impact on the lives of more than 229,000 military and civilian residents of San Diego, National City and Oceanside through their many volunteer activities this year. Because they are such good neighbors, these dedicated Sailors have, for the second year in a row, been selected as regional winners of the 2002 Navy Community Service of the Year Award in the 'Project Good Neighbor' category.

FISC commanding officer CAPT Ray Berube praised the SIMA team for their outstanding work on behalf of the local community.

"Congratulations on being recognized, once again, for your



## Captain's Call

**A**s this year comes to a close, I would first like to wish everyone a safe and happy holiday season.

This has been a very busy year. Our ongoing efforts to support Operation Enduring Freedom have been sustained and effective. All of you provided excellent support during numerous surges as many of our supported ships completed accelerated workup schedules. Rest assured your day-to-day work contributions are making a very positive impact in accomplishing the Navy's current mission.

The Naval Supply Systems Command Transformation effort continues. Key decisions have been made and detailed execution plans are being developed. Since this has been and will undoubtedly continue to be such a dynamic process, we have started to publish a weekly one-page summary of the most current news. It is being distributed to all supervisors and

they have been directed to share this information with you. Most significantly, we plan to do a SIP / VERA survey on Dec. 10 for selected grades and series that are impacted by the transformation plans at FISC San Diego.

I would also like to congratulate the employees who were honored at our recent Length of Service awards ceremony. We recognized individuals who together have 1,240 years of experience in government service. It is this type of experience, dedication and loyalty that contributes so much to FISCSD.

We were recently notified that FISCSD will be recognized by The San Diego Business Journal as a winner in their "Best Companies to Work for in San Diego" competition. The award recognizes local firms that work hard to create an environment in which employees can thrive. The best companies in San Diego are saluted for developing positive, productive work places where management and



employees work together to achieve excellence. This is the second time FISCSD has won this award in three years. It is great local recognition for you and the enterprise. Congratulations.

Once again, season's greetings and best wishes for the coming year.

*R. E. Berube*

### The Network

The Network is an authorized publication published bimonthly for the employees of the Fleet and Industrial Supply Center, San Diego and its sites.

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Visit our web site at: [www.sd.fisc.navy.mil](http://www.sd.fisc.navy.mil).



*Civilian Welfare and Recreation held a Holiday Arts and Craft Fair on Nov. 14 in the main parking lot of the Broadway complex. People got an early start on their holiday shopping when visiting the variety of crafts displayed by talented CNRSW and FISC employees. From l to r, Denise Johnson, CNRSW and Dorothy Valdez, FISC Code 121 stand by as Toni Hood, CNRSW takes a closer look at a doll on display.*

# Transformation and alignment of the Naval Supply Systems Command

### Message from the Chief of the Supply Corps

For the past three months, NAVSUP has been intensely examining transformational ideas that will enable us to reduce our costs at least an additional 10 percent below the current program of record, while sustaining our ability to accomplish our mission. This effort was fostered in response to the CNO's Seapower 21 vision [specifically that segment related to sea enterprise] as well as in response to our Navy's need for additional recapitalization funds. Throughout this period of examination, a series of enterprise-wide teams have conducted structural, functional, and customer alignment reviews that led to specific recommendations linked to cost saving opportunities. Over the past month, those recommendations have been discussed with segments of our customer base and senior Navy leadership, as well as reviewed on a local level by our field activities. Last week, a final review was conducted and decisions made to proceed as outlined in this message.

**Structural alignment:** Our review identified several opportunities to downsize through consolidation and elimination of redundancies.

A. Headquarters activities that layer capabilities already being performed in the field are being downsized or eliminated and responsibility passed to the lowest level in the chain capable of performing that function.

B. FISC San Diego will be designated the lead FISC and assigned responsibility to drive common policies and practices across all FISCs, as well as broker workload as appropriate to maximize productivity and efficiency in our waterfront support operations. In recognition of the expanded responsibilities of this position, authority is being requested to establish a Supply Corps flag billet at FISC San

Diego, to be offset by the disestablishment of the NAVSUP Vice Commander headquarters billet.

C. The Fitting Out Supply and Support Assistance Center (FOSSAC) will be disestablished and its functions transferred to other existing NAVSUP field activities.

D. The Naval Petroleum Office (NAVPET), the Naval Transportation Support Center (NAVTRANS) and the Naval Ammunition Logistics Center (NALC) will be consolidated into a single command tentatively named the Naval Operational Logistics Support Center (NOLSC). The headquarters of this new command is intended to be located in Norfolk to align the command with both the Fleet Forces Command and the Joint Forces Command with which it will maintain close relations. The three functional subcomponents of NOLSC (petroleum management, transportation management and ammunition management) will continue to function in their current locations as divisions of this new command. Establishment of NOLSC will enable the centralization of overhead functions previously resident in three commands as well as provide a central point of contact for operational logistics support issues impacting NAVSUP activities.

**Customer alignment:** Our review revealed that although we were closely aligned with some of our primary customer categories, with others the alignment was very weak. We have therefore developed a matrix structure that will clearly place responsibility for enterprise-wide customer support coordination in one senior manager. That individual will become the responsible and accountable agent to coordinate NAVSUP support to their assigned customer category. The following customers alignment assignments are being executed.

A. Commander NAVICP will function as Assistant Chief of Staff for



**RADM J. D. McCarthy**

Acquisition Support, Industrial Support, and International Logistics Support. As such, he will be the principal point of contact for support to PEOs and weapon system program managers for acquisition support, the hardware SYSCOMs, and organic industrial activities for industrial support, and our foreign military sales customers for international logistics support.

B. Commander NEXCOM will function as Assistant Chief of Staff for Navy Family Support. As such, he will coordinate support in the quality of life areas of Navy Exchange and Navy Lodge operations, uniforming, mail, food service, ships stores, disbursing, and household goods.

C. The lead FISC Commander will function as Assistant Chief of Staff for Regional Commander Support. As such he will be the NAVSUP primary interface with Regional Commanders and the OPNAV N46 staff.

D. The NOLSC Commander will function as Assistant Chief of Staff for Operational Commander Support. As such he will be NAVSUP's primary POC

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See **Transformation** page 13

## Unauthorized uses of appropriated funds postage

**A**ppropriated funds may be used only for official mail relating solely to the business of the United States government. Thus appropriated funds may not be used to pay postage for:

\*Or in support of, Nonappropriated Fund Instrumentalities (NAFI) or their functions. NAFIs exist for the purpose of providing support where appropriated funds are not available or are not adequate. Official mail centers may apply postage to mail of NAFIs of the Department of Defense providing the NAFI pays the USPS for the postage. Unless specifically otherwise authorized by the local commander, the NAFI must deposit the cost of the postage directly into the USPS-owned trust account specified by the official mail center.

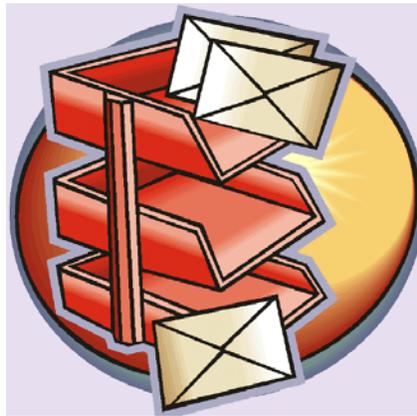
\*Material not covered by the Private Express Statutes and delivered by a method other than the USPS, such as FedEx, UPS, Express and other private carriers. The appropriate postage shall be applied to items covered by the Private Express Statutes, before turning them over to a private carrier for delivery.

\*Non-mailable items, such as items that are undersized and oversized overweight, or explosive. Obtain information about items that are not mailable from the local post office. Also, contact private carriers to determine if they can accept items that are prohibited in the U.S. Mail.

\*Postcards, unless the cards are DoD or DoD Component-approved forms.

\*Information sent by DoD Components about non-mandatory events. Use the official mail center, the installation bulletin or newspaper, or other methods to distribute this type of information.

\*Invitations to social functions to satisfy personal social obligations even if they are the result of an official position. For example, Christmas parties and receptions hosted by



senior commanders are not official business. Appropriated fund postage shall not be used to mail invitations to these functions.

\*Personal congratulatory letters from one individual to another in a private capacity. This does not prohibit the use of appropriated fund postage by heads of staff agencies or commanders to fulfill their official morale and esprit de corps obligations to members of their organization or person in their areas of technical responsibility. For example, sending congratulatory letters to people selected for advanced schooling, promotions, and letters of condolence are authorized.

\*Resumes and completed employment applications. Comptroller General of the United States Decision B-249061, May 17, 1993 (reference (i)), defines personal expenses as expenses "...necessary to qualify (an) employee for his or her job..." The submission of a job application is a personal expense as it is the first qualifier in attaining any job.

\*Personal mail, holiday and birthday greetings, unofficial retirement announcements, and similar material. However, activities may use appropriated fund postage for holiday greetings when international diplomacy dictates.

\*Correspondence from international commands such as North Atlantic Treaty Organization official

correspondence. This mail normally must be prepaid in the country in which it is posted. When appropriated fund postage is provided, the administrative agent assigned by DoD Instruction 7000.14-R Vol 11A (reference (j)) is responsible for procuring and monitoring its use.

\*Correspondence of foreign military personnel. Foreign military personnel who are required by regulations of their own government to file reports or otherwise correspondence with their embassy or government shall do so at their expense. However, appropriated fund postage may be used if the parent U.S. government activity determines the correspondence is official mail relating solely to the business of the U.S. government.

\*Mail posted in foreign post offices shall bear the postage of the country where it is mailed unless there is a bilateral agreement that has special procedures for accepting DoD mail with U.S. postage.

\*Anything mailed by vendors or concessionaires or their employees. This does not preclude use authorized by the paragraph above.

\*Fund or other types of charity drives not officially endorsed by the Department of Defense or the DoD Component concerned.

\*Unofficial biographies and unit histories.

\*Dependent school year books, Navy cruise books, and other unofficial items such as announcement cards, thank you cards, memory albums, and biographies.

\*Announcements and attendance responses related to DoD Component branch anniversary parties and similar events.

\*Mailing by or for private associations, such as unit associations, wives clubs, Boy Scouts, Association of the United States Army, and the Air Force.

See **Unauthorized** page 5

## New "Ask the CO" column

In order to improve two-way communication within FISCSD, a new "Ask the CO" column will appear in "The Network" starting February 2003.

Employees are encouraged to use the Comments/Questions button found on the Extranet Home page or email their questions to

[susan\\_a\\_civittillo@sd.fisc.navy.mil](mailto:susan_a_civittillo@sd.fisc.navy.mil).

Responses that have universal information for all



FISCSD employees will be chosen for publication in future issues of "The Network." All responses will be posted on the Extranet.

Please note that this new feature is not intended to replace other official avenues for filing grievances, EEO complaints, etc.. Instead, it is designed as a two-way communication vehicle between FISC employees and senior leadership where questions can get asked and responded to.

## REMINDER....

### Thrift Savings Plan Open Season ends Dec. 31!

TSP contribution elections may only be made through the Employee Benefits Information System (EBIS) on the Internet or through the Employee Benefits Line.

To access EBIS, go to [www.civilianbenefits.hroc.navy.mil](http://www.civilianbenefits.hroc.navy.mil). To access the Employee Benefits Line call 1-888-320-2917 Monday through Friday, 7:30am - 4p.m., excluding federal holidays.

## FISC San Diego hotline

### Employees asked to report actions of fraud, waste and abuse

The prevention of fraud, waste and abuse and related improprieties continues to be a top priority of the Department of the Navy. As government employees of FISC San Diego both military and civilian personnel shall be vigilant to the possibility of illegal or improper acts and shall report them to the proper authorities. Our local FISCSD Hotline is one avenue everyone is encouraged to use to report these actions.

Fraud, waste and abuse means any willful or conscious wrongdoing that adversely affects the Government's interest. It includes, but is not limited

to, acts of dishonesty which contribute to a loss or injury to the government; falsification of documents; charging personal expenses to government contracts; diversion of government property or funds for unauthorized uses; submission of false claims; intentional mischarging or misallocation of contract costs; deceit by suppression of the truth; regulatory or statutory violations; bribery; theft of government property; graft; conflict of interest; acceptance of gratuities in excess of those allowed; any attempt or conspiracy to engage in or use the above devices; and the extravagant,

careless, or needless expenditure of government funds or the consumption of government property which results from deficient practices, systems, controls or decisions, as well as improper practices not involving prosecutable fraud.

When you call the Hotline at (619) 532-1401 or DSN 522-1401, you can remain anonymous; however many times additional information is required to conduct an adequate investigation. It is highly recommended, although not required, that you leave your name and phone number so that you may be contacted. Your identity will be kept confidential, if desired.

### Unauthorized continued from page 4

\*Mailing matter donated by individuals for donation to other individuals or charitable organizations.

\*Social events related to the reassignment or resignation of individuals not in command positions.

\*RSVP items. The rate of return on

these items is too low to justify the expense of pre-paying the postage on each item.

\*Mailing costs associated with payment of government travel credit card billings. Travelers are automatically reimbursed for these costs in the part of the per diem that covers incidental expenses.

\*All other matters not related solely

to the business of DoD.

For clarification on any of the above or references please contact Richard Whitmore at (619) 556-7479 or by e-mail to [richard\\_1\\_whitmore@sd.fisc.navy.mil](mailto:richard_1_whitmore@sd.fisc.navy.mil) or Craig W. Boehringer at (619) 556-9304 or by e-mail to [craig\\_w\\_boehringer@sd.fisc.navy.mil](mailto:craig_w_boehringer@sd.fisc.navy.mil).



**LCDR  
Tiffany  
Schad**

**L**CDR Tiffany Schad is currently assigned to FISCSD at the Naval Air Depot North Island as a material manager. A native of Fond du Lac, Wisconsin, Schad graduated from Southern Methodist University with a bachelor's degree in finance. Schad worked full-time for a bank during college and as a fiscal analyst at Boston University in the years immediately following graduation. She received her Navy commission through the Naval Officer Candidate School in November 1989.

Schad has completed 13 years in the Navy. She graduated from the Navy Supply Corps School, Basic Qualification Course in June 1990. Her first assignment was to USS *Proteus* (AS 19), Guam, serving first as Repair of other Vessels/Submarine Supply Support officer and later as disbursing officer. Schad participated in rescue/recovery operations in the Philippines during the Mount Pinatubo eruption. She earned not only the Supply Surface Warfare designation but also the Surface Warfare designation and served as part of the decommissioning crew.

Schad transferred to Naval Sea Systems Command as a Navy acquisition contracts officer in October 1992 and worked in the contracts directorates for Shipbuilding and Undersea systems. In May 1993, she earned her acquisition subspecialty and transferred to Assistant Secretary of the Navy (Research, Development, and Acquisition) to work as an acquisition policy analyst. In February 1994, she returned to sea duty as material officer and part of the commissioning crew of the USS *John C. Stennis* (CVN 74). She also assumed duties as quality assurance officer for the Supply Department and earned the Naval Aviation Supply Officer designation.

In February 1996, Schad transferred to the USS *Hayler* (DD 997) as supply officer. She completed a highly successful Middle East Force deployment and participated in Operation Desert Fox in the fall of 1998. During the deployment, she also assumed duties as disbursing and sales officer in addition to holding her responsibilities as supply officer and food service officer.

Schad's next assignment was as afloat services officer for the Commander, U.S. Atlantic Fleet. She developed and prioritized a list of Navy-wide pay system shortcomings brought about by the implementation of the Defense Joint Military Pay System and served as the driving force behind the prototypes to move afloat pay and personnel functions ashore.

Most recently, Schad graduated with a master's degree in business administration from Kellogg School of Management, the number one ranked

See LCDR Schad page 7

## TSP for military begins second year

### Chief of Naval Personnel Public Affairs Office

With the start of the second year of the Thrift Savings Plan (TSP), Sailors have the opportunity to join nearly 88,000 of their active-duty and Reserve shipmates who are currently taking advantage of this tax-deferred investment opportunity.

From Oct. 15 through Dec. 31, Sailors can sign up for TSP or increase their contributions up to the new limit of eight percent.

Any active member of the uniformed services or Reservist in any pay status may participate in TSP. Contributions can range from as little as one percent to eight percent of basic pay. Bonus and incentive pay may also be contributed up to the \$12,000 IRS tax limit allowed in 2003.

For those serving in a combat zone, the current ceiling for contributions is \$40,000. Contribution limits increase through 2007 when there will be no limit on the percentage of basic pay contributed, and the total dollar limit is inflation adjusted.

TSP investments may be directed to any of five different funds, which vary in risk and investment mixture.

The five funds are government securities investment (G fund), fixed income investment (F fund), common stock index investment (C fund), small capitalization stock index investment (S fund) and international stock index investment (I fund). Contributions are initially directed to the G fund, but service members can redirect their investment once the account is active.

Enrolling in TSP is easy whether done online or in person. Sailors can access the Employee/Member Self Service (E/MSS) Web site at [www.dfas.mil/emss](http://www.dfas.mil/emss) and complete the enrollment form (TSP-U-1). A receipt or

See TSP page 11

## GI Bill available to active-duty Sailors

Michael McLellan

NAVPERSCOM Public Affairs

Queries received at the Education Program and Services branch office at Navy Personnel Command suggest that many Sailors aren't aware that if they are enrolled in the Montgomery GI Bill (MGIB) and have completed 24 months of active duty, they may begin to use their MGIB benefits. In fact, active-duty Sailors can use regular MGIB payments or MGIB Top-Up (used with tuition assistance) when taking advantage of their education benefits.

The current MGIB full-time rate is \$900 per month for 36 months of benefits. While members may use MGIB after 24 months active duty, they are not fully eligible until they complete 36 full months of active duty. In other words, if for some reason a Sailor who has begun using their benefits after 24 months is discharged prior to reaching 36 months of active duty, he is liable to pay back the government.

Sailors who choose to use these benefits can file claims to the Department of Veterans Affairs (DVA) by submitting a VA Form 22-1990 (available on DVA's Web site at [www.vba.va.gov/pubs/educationforms.htm](http://www.vba.va.gov/pubs/educationforms.htm)) by mail or online.

MGIB Top-Up Benefits TA claims are processed by an initial submission of the VA Form 22-1990, along with a copy of the completed TA form clearly marked "Top-Up." Subsequent Top-Up claims require only a copy of the completed TA form marked "Top-Up." No school certification is required. More information is available on VA's Web site at [www.vba.va.gov](http://www.vba.va.gov).

In an effort to clarify some of the more complicated aspects of MGIB, Ms. Kathy Wardlaw, head of the

See **GI Bill** page 11

## Message from RADM J.D. McCarthy Supply Corps Mentoring Program

Last winter I chartered a Supply Corps Mentoring Working Group to develop a plan that would ensure every junior Supply Corps officer would have both the opportunity and access to a senior Supply Corps officer mentor. Led by RADM Mike Finley the working group established program objectives, defined expectations, and developed training guidelines for the Supply Corps Mentoring Program. An excellent summary of this group's effort can be found in the Mar/Apr/May 2002 issue of the Supply Corps Newsletter.

Subsequent to the working group's establishment of a mentoring framework, the Navy Supply Corps School and NAVSUP OP have worked to develop and implement all the elements of this initiative. That groundwork has been completed and we are now ready to make mentoring assignments community wide. This past summer we launched a pilot mentoring program by pairing the June graduates from the BQC with select Supply Corps O6s. We gained valuable insight from this pilot, which will enable us to make our community-wide rollout of mentoring a much smoother evolution. The most significant lesson we learned from the pilot was the importance of ensuring all our officers keep OP up to date with current biographical information, including home and work email addresses and phone numbers. In our very mobile profession, it is vitally important that we all keep in touch with one another. As mentoring comes online this will become even more important, since the mentoring relationship cannot flourish if the communication channels are not open.

OP is in the process of establishing mentor-protégé pairings, which should be promulgated by early December. To ensure the best possible pairing, I encourage all officers, but most especially junior officers (ENS to LT), to update their contact information today by visiting <http://www.persnet.navy.mil/pers4412/locidsh.htm>. Prospective mentors and protégés should also take advantage of mentoring training resources that are available at <http://www.navylearning.navy.mil>. Two specific courses of interest are titled Effective Mentoring and Communications Tools.

I look forward to the rollout of our mentoring program and inevitable benefit that will result from these newly formed relationships. If you have questions or concerns regarding the mentoring program, the point of contact is the Supply Corps career counselor, LT Dan Davidson at (901) 874-4624 or his e-mail address, [p4412q@persnet.navy.mil](mailto:p4412q@persnet.navy.mil).

### LCDR Schad

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business school in the world. She graduated with concentrations in analytical consulting, operations research, and decision sciences. In addition to her role as a student, she established a Business Leadership Club and an annual award program to recognize outstanding business leaders.

LCDR Schad's personal awards include three Navy Commendation medals and one Navy Achievement medal. Schad's interests/hobbies include weight-training, golfing, reading, horseback riding, and raising and training champion show dogs.



**Marie  
Bohrisch**

**Occupation:** Logistics Support Representative, Code 112.

**Birthplace:** Oxnard, Calif.

**I graduated from:** California State University, San Marcos.

**What brought me into civil service:** A friend told me about the civil service test...I took it and was offered a job shortly afterwards.

**Hobbies:** School, reading and ebay shopping.

**Nobody knows:** I love things made out of exotic woods.

**Pet peeve:** Laziness and rude people.

**If I could, I would change:** The distribution of wealth in the world.

**Secret to success:** Persistence.

**If I could do it over, I'd:** Have gone to college right after high school.

**I'd give anything to have met:** My grandfathers.

**I've never been able to:** Go a day without laughing.

**The last good book I've read:** The Leadership Secrets of Colin Powell.

**Favorite quote, motto or phrase:** You are in charge of your own attitude.

**Favorite singer/group:** Boston.

**I wish I could stop:** The war on terrorism.

**The one thing I like best about myself:** My sense of humor.

**I am most proud of:** My two daughters and husband of 16 years.

### FISC San Diego Training Calendar for January 2002

To enroll in any of the following classes call (619) 532-2038 (DSN 522) or send an email to:

fiscsd\_training@sd.fisc.navy.mil.

Supervisory approval is required.

For more information on training courses and programs, on-line learning, and your training record, log on to the FISC Employee Extranet at [https://Extranet.sd.fisc.navy.mil/training\\_set.html](https://Extranet.sd.fisc.navy.mil/training_set.html).

#### **Building Winning Teams**

Jan 93, 8 a.m. - 4 p.m.

FISC Bldg. 1, 3<sup>rd</sup> Fl., Eagle Room.

#### **Developing and Delivering Critical Content**

Jan. 14, 8 a.m.- 4 p.m.

FISC Bldg. 1, 3<sup>rd</sup> Fl., Nautical Room.

#### **DLA Customer Assistance Logistics**

Jan. 14-15, 8 a.m. - 4 p.m.

FISC Bldg. 1, 3<sup>rd</sup> Fl., Synergy Center

#### **Career Management Workshop**

Jan. 16, 8 a.m.- 4 p.m.

FISC Bldg. 1, 3<sup>rd</sup> Fl., Pacific Room

#### **Self-Management Workshop**

Jan. 22-23, 8 a.m. - 4 p.m.

FISC Bldg. 1, 3<sup>rd</sup> Fl., Pacific Room

#### **Writing Standard Operation Procedures**

Jan. 28, 8 - 10 a.m.

FISC Bldg. 1, 3<sup>rd</sup> Fl., Synergy Center

## Navy focuses on improving support for civilian workforce

### Chief of Naval Personnel Public Affairs

The Navy has established the Civilian Career Management Division (CCMD), a Bureau of Naval Personnel organization charged with developing mentoring and career management opportunities similar to those available to Sailors.

CCMD will work with Navy leaders and commands to establish processes and procedures to attract, sustain and develop the civilian workforce needed to support the success of the Department of the Navy mission. The goal of the division is to provide a community management

structure and capability similar to that provided to officers and enlisted Sailors.

CCMD will provide the means for civilians to plan careers while recognizing differences from military personnel planning.

CCMD strategy covers five areas: recruitment, retention, competency identification, career development and knowledge management.

More than 40 senior Navy civilians met in mid-September to work on this strategy and become more familiar with community management issues.

Marcia Tremaine, the newly-appointed director of CCMD, helped the

participants address the framework for the organization. This included reaching a consensus on the mission, goals, key initiatives and establishing a beginning structure and staffing plan.

"Though we are only in the initial stages of this effort, the support and enthusiasm across the Navy for civilian workforce planning has been tremendous," said Tremaine. "We believe this investment will reap dividends for our civilian workforce, greatly contribute to our vision of being an employer of choice and make a positive impact on accomplishing the mission."

## The importance of an Individual Development Plan

**Ann Breautigam**  
FISCSD Training Director

The new millennium is proving to be one of continuing change and improvement. To be ready for the challenges ahead, we must continue to invest in our workforce today. To that end, Naval Supply System's Command policy dated Dec. 14, 2001 states that every member of the NAVSUP team "will have an Individual Development Plan (IDP) reflecting meaningful training and development needs. This investment in our workforce is a commitment to our future and to our most important resource – our employees."

The goal of the IDP is to plan the most relevant, value-added training possible and to focus on learning that:

- Takes into consideration critical business area competency gaps.
- Addresses areas of performance that can be improved.
- Enhances individual employee skills for future requirements, new work assignments, technologies, or personnel changes.

Mandatory training, such as Security Refresher, Prevention of Sexual Harassment and Information Assurance training continues to be an annual requirement for all employees and is also reflected on the IDP.

All employees must have a new IDP each year, so at the start of the new fiscal year in October you should have discussed with your supervisor your training and development needs. Some

questions you may want to address during your discussion with your supervisor in planning your IDP are:

- What skill areas do you need to improve?
- What are your long-term career goals?
- What changing work assignments or new technologies will you need to learn to be effective in your job?
- What are some critical skill gaps that need to be addressed?
- What areas of personal self-development do you want to pursue?
- What is the best method to accomplish the training (such as on the job training, classroom, computer-based training, books/videos, cross-training or rotational assignments)?

Your own individual development is your responsibility. You must make a commitment to your own training and development. Take advantage of the excellent in-house courses and training resources available to you from our Training Center. If you sign up for class, plan your work so you can attend training as scheduled. You will find training information on the FISC Employee Extranet under "Training." When you return from training, talk to your supervisor about what you learned and how you can apply it to your job.

Supervisors play a key role in providing help and guidance to employees in identifying training needs and will ultimately approve the content of the IDP. You should meet periodically with your employees to

review progress toward completing the IDP. You should also show interest and talk to employees before they go to training. Help them see the importance of the training and then discuss what they learned when they come back to work. Employees must be treated equitably in their opportunities to attend training. We all face competing priorities, but if "too much work and not enough time" causes you to scale back on training, you need to re-focus on the big picture. We want people who are highly effective and able to work independently – people who are properly trained. It can be a strain to send employees away from the workplace to be trained, but it requires good planning and that's the purpose of the IDP. In return, you will get back highly motivated and skilled employees who are able to give back to the organization.

IDPs will be reviewed periodically by FISC training specialists and also by NAVSUP during the Command Assessment process. Reviewers will be looking to see if IDPs were set in a timely manner, that they satisfy the needs of the organization as well as the employee and that they are being executed as planned. With a Command IG Assessment coming up in February 2003, it is imperative all employees have a meaningful IDP in place.

If you have questions about your IDP, discuss it with your supervisor or contact FISC Training at (619) 532-2038 or DSN 522-2038.

### PC Learning Center Classes - January 2002

To enroll in any of the following classes call (619) 532-2038 (DSN 522) or send an email to [fiscsd\\_training@sd.fisc.navy.mil](mailto:fiscsd_training@sd.fisc.navy.mil). Supervisory approval is required.

All classes take place in FISC Bldg. 1, 3rd Floor, PC Learning Center from 8 a.m. - 4 p.m. unless otherwise noted.

**Introduction to Word** - Jan. 7  
**Lotus Notes Mail** - Jan. 8, 8 a.m. - 12 noon  
**Intermediate Word** - Jan. 9  
**Introduction to Excel** - Jan. 14  
**Making the Most of the Internet** - Jan. 15  
**Intermediate Excel** - Jan. 16  
**Introduction to Power Point** - Jan. 21

**Integration of Office Applications** - Jan. 22, 8 a.m. - 12 noon.  
**Intermediate Power Point** - Jan. 23  
**Introduction to Access** - Jan. 28  
**Advanced Excel w/Pivot Tables** - Jan. 29  
**Intermediate Access** - Jan. 30

### Open enrollment for FLTCIP ends soon

Open season for the Federal Long Term Care Insurance Program ends Dec. 31.

FLTCIP is one of the newest benefits available to federal employees. It is an insurance plan that will help you pay for your needs if you can't take care of yourself because of an illness, injury or aging.

While your health care plan may cover some of the skilled medical services you require, it is usually for a limited period of time and only as long as you are showing improvement. Health plans typically do not cover the need for an extended stay in an assisted living facility or a continuing need for a home health aide.

Medicare may not cover your long term care needs. Medicare is a federal health insurance program for people who are 65 years or older, some people with disabilities under age 65, and people with certain specific diseases. In any case, Medicare will cover the first 100 days of care in a nursing home if: 1) you are receiving skilled care, and 2) you have a qualifying hospital stay of at least three days and enter a nursing home within 30 days of that hospital discharge. Medicare also covers limited home visits for skilled care.

There are some important differences to realize about long term care versus Medicare coverage.

-Most long term care is not skilled care

-Most long term care does not take place in a nursing home

-Most nursing home stays do not immediately follow a hospital stay

-Most people who require care in their home usually need more or different type of care than Medicare covers

-Most people won't start Medicare coverage until age 65

To be eligible to apply for the FLTCIP, you do not have to be enrolled

### Flu Shot can prevent serious illness

**LT Alfred Fernandez**

Preventive Medicine Officer, U.S. Naval Hospital Yokosuka

Influenza or the "flu" is a potentially serious disease that can be especially dangerous for young children, persons over 65 years of age, along with those who have weakened immune systems and long-term health problems.

The good news is that Influenza can be prevented with a simple flu shot.

Influenza is a virus that is spread from infected persons to the nose and throat of others via aerosolized droplets in the air. Influenza can cause any one or a combination of the following symptoms: fever, cough, sore throat, chills, muscle aches and headache.



In addition to other protective measures such as frequent hand washing with soap and water and covering the nose

and mouth while coughing and sneezing, a vaccine is available that can protect people from catching the flu.

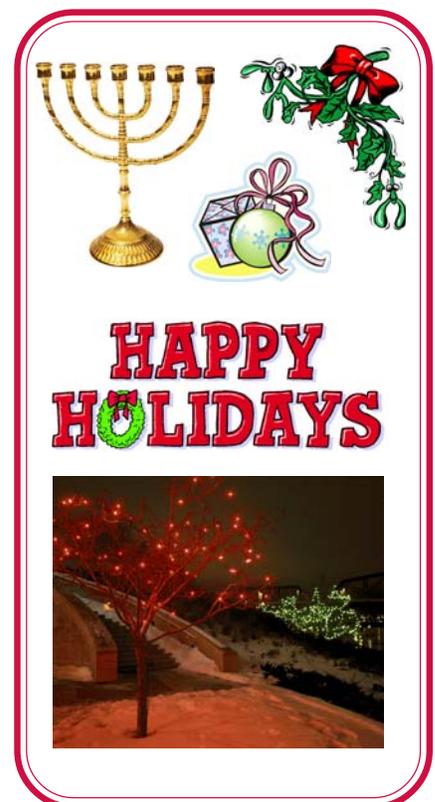
Protection against influenza generally develops two weeks after receiving the shot and may last up to a year. Anyone who received an influenza shot last year has to receive another one because the virus and the vaccine change annually.

Historically, flu season peaks from January through March. However, getting immunized before this timeframe is the best way to reduce your chance of catching influenza.

in the Federal Employee's Group Life Insurance (FEGLI) Program, the Federal Employee Health Benefits Program Program, TRICARE, or any other program. The FLTCIP is a totally separate and independent program provided by Long Term Care Partners. LTC Partners was formed through a partnership of MetLife and John Hancock and will be devoted to providing this insurance to federal employees.

Unlike the FEHB, Long Term Care Partners are the only providers. It should also be noted that there is no government contribution to the program, therefore, employees pay 100 percent of the cost.

For more information about FLTCIP, you may view the Office of Personnel Management Web site at <http://opm.gov/insure/ltc> or LTC Partners Web site at <http://www.LTCFEDS.com> or by calling 1-800-LTC-FEDS (1-800-582-3337).



## Frequently called numbers at CNRSW/FISC SD:

**Duty Office:** 532-1828  
**Security:** 524-3620  
**Non-emergency fire/police:** 524-2030  
**Navy Exchange:** 544-2179  
**CNRSW general info:** 1-888-556-3472  
**Dental Services:** 532-1183  
**NAVSUP Integrated Call Center:** 1-877-41-TOUCH  
**Recreational Services:** 532-1501



## TSP

continued from page 6

confirmation for online enrollment is not available because the requests will not be processed until the end of December. However, deductions begin with all pay earned starting in January.

The E/MSS site enables service members to enroll during the open season or within 60 days of the date of their enlistment.

Those unable to enroll online or who prefer to do so in person may receive the TSP-U-1 form from their local Personnel Support Detachment or may download the form from [www.bupers.navy.mil](http://www.bupers.navy.mil) and submit the completed form to PSD for processing.

For more information on TSP, click on [www.tsp.gov](http://www.tsp.gov).



## Project A-OK helps you make the grade

**Kristine M. Sturkie**

Navy Exchange Service Command

Take your child's most recent report card to your nearest Navy Exchange to register for the Project A-OK program. Your child could win \$5,000, \$3,000 or \$2,000 in U.S. savings bonds, denominations at maturity.

Any eligible full-time student who has a B grade point average equivalent or better, as determined by their school system, may enter the drawing. Eligible students include dependent children of active-duty military members, Reservists and military retirees, including those employed by or whose spouse is employed by the Navy Exchange System. Children must be enrolled in first grade through undergraduate school. Dependent children without an individual dependent identification card must be accompanied by their sponsor to submit their entry.

Each student may enter only once each grading period and must re-enter with each qualifying report card. Drawings are held each quarter for a total of \$40,000 for the 2002/2003 school year.

To enter, stop by your Navy Exchange with your current report card and have a Navy Exchange associate verify your minimum grade average. Then fill out your entry card and obtain your A-OK ID, which entitles you to discount coupons for purchases at the Navy Exchange.

## GI Bill

continued from page 7

Federally Legislated Education Benefits Branch, provided answers to the following questions:

### Q. Is there a difference in payment whether you are on or off active duty?

There may be if you are going to a low-cost school. In-service MGIB benefits are limited to payment of tuition and fees, or the normal rate payable, whichever is less. For example, if you are enrolled half-time in school for a three month term and the tuition and fees are \$700 total, you will only be paid \$700, but you will be charged 1 and 1/2 month of entitlement (3 months at 1/2 time = 1.5 months). If you were off active duty, you would be paid \$450 per month for the three month term (1/2 of the full-time rate is \$450), regardless of the cost of the course. Both individuals used 1.5 months of entitlement, but received different amounts. If you are going to a low cost school and plan to secure your MGIB benefits to continue your education when you get off active duty, you may want to consider this.

### Q. How is use of Top-Up charged to your MGIB entitlement?

VA will pay the portion of tuition and fees listed on the TA form that the service does not pay. Each fiscal year, they will charge one month of entitlement for each \$900 paid in TA. For example, if you have been paid \$1,800 in FY-03 for top-up benefits, you will be charged for two months of MGIB entitlement.

### Q. Will MGIB pay for my books while I am on active duty?

MGIB is not intended to cover all costs of schooling while you are on active duty. MGIB is limited to tuition and fees while on active duty. When benefits are used off active duty, the MGIB payment can be used for any expenses.

### Q. If I use MGIB on active duty, will it affect my ability to transfer it to my dependents?

MGIB transferability was authorized by Congress for certain members in critical skills in exchange for a four-year reenlistment. Only 18 months of benefits can be transferred to dependents. Navy has not yet implemented transferability, but one thing is important to remember: transferability is a retention tool and will not be offered to all members enrolled in MGIB.

## Awareness, early prevention are key to suicide prevention

Department of Defense Suicide Prevention Campaign is a proclamation to bring awareness and proactive commitment to the issue of suicide prevention. Suicide is a tragic reality in both civilian society and the Navy. The loss of any shipmate, co-worker or friend to suicide is unnecessary and preventable with awareness and early intervention.

There is no single set of factors that predict a shipmate or co-worker contemplating suicide. The most common signs that indicate assistance is needed include relationship difficulties, performance difficulties, preoccupation with death, and symptoms of anxiety, depression, or a previous suicide attempt. Suicides occur most often when a member is on leave, liberty, or unauthorized absence. They increase during times of personal crisis, adverse administrative or legal action, and abusive alcohol use.

Preventing suicide involves taking action to reduce risk factors and to actively maintain protective measures. Among the top list of protective measures is the supportive action of shipmates, co-workers and command leadership.

Navy and Marine Corps suicide prevention programs are using a seven-step guideline, "Aid Life." This acronym provides practical responses to one or more of the above signs:

A - ask the person if they're thinking about suicide  
I - intervene immediately  
D - don't keep it a secret  
L - locate help  
I - inform your chain of command  
F - find someone; don't leave the person alone

E - expedite, get help right away  
The key to "Aid Life" is to ask someone if they are contemplating suicide. Although this may be a tough question to ask, the consequence of not reaching out to a shipmate or co-worker can be tragic.

## Archiving Lotus Notes inbox is necessary

In early November, one of the two Lotus Notes e-mail servers completely ran out of disk space and had to be taken off line. The loss of disk space resulted in various problems experienced by Lotus Notes users. Fortunately, there was another e-mail server that was able to take over most of the e-mail functioning lost on the first server.

To avoid a repeat of this situation and the risk of more frequent automatic e-mail purges, it is requested that all FISC employees take the time to archive their e-mails on a minimum basis of once a month. In addition to reviewing and deleting unnecessary e-mails and attachments on a daily basis, please mark a day on your calendar each month and follow these important steps:

1. Once inside e-mail, go to your inbox.
2. Click on the word "Date" at the top of your list of documents and it will put all of them in date order.
3. Click each document that is not from the current month to put a check mark next to it.
4. Go to top Menu bar and click on Actions, Mail Tools, and Archive Selected Documents. The checked documents are moved from the server's hard drive to the archive database on your hard drive.
5. Then go back and repeat the steps one through four for documents in your Sent folder.

At this point, you may view your archived documents by going into your personal archive folder and clicking on "All Documents" on left-hand side. If you choose, you may proceed to sort your archived documents into folders or delete as necessary.

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## Process for public release of information

Public Affairs is responsible for the review of all material intended for external public release including technical papers, reports, presentations, speeches, news releases and articles, videos, etc. These materials must be cleared for public release through the Fleet and Industrial Supply Center (FISC) San Diego security and policy review (SPR) process. This also includes any material for presentation at symposia and conferences at hotels and conference centers, or for posting on the World Wide Web.

Materials for review should be submitted to the FISC San Diego Public Affairs Office (Code 005, building 1, 3<sup>rd</sup> floor). When possible, materials or Web page links may also be e-mailed to Nannette\_Davis@sd.fisc.navy.mil. Allow 10 days prior to the required release date for completion of the SPR process.

Submit a cover memo with all materials which states the following:

1. Name, e-mail address and phone number of person requesting material clearance.
2. Purpose for which the material is to be used.
3. The public audience to which the material will be released or presented.
4. Date when the material will be released/presented.
5. Confirmation by the department head that the material is deemed to be unclassified in nature and that it will be presented in an unclassified forum.
6. Confirmation by the department head that the material does not contain information found in the Military Critical Technologies List.

Public Affairs will review the material and coordinate with the FISC Security Office for security/foreign disclosure review, as appropriate. Upon completion of the review, the requester will be notified via e-mail that the material has been cleared for release.

The Public Affairs point of contact for the FISC SPR process is Nannette Davis at 619-532-1442 or the e-mail address above.

## Transformation continued from page 3

for deployed operations support, operational planning and joint operations interface.

E. The Commander NAVSUP will function as Assistant Chief of Staff for Operating Forces Support. As such, he will be the primary interface in coordinating support for the outfitting, training, and equipping of operating forces while in the Interdeployment Training Cycle.

**Functional alignment:** Our review revealed a number of opportunities for consolidation and/or streamlining. These opportunities are focused in four primary areas:

A. **Inventory management:** We will accelerate wholesale cog migration, introduce provisioning and technical efficiencies, selectively consolidate some of our weapons teams, accelerate our shift to a national inventory management strategy, and explore the accelerated expansion of the advanced planning system developed as part of our ERP pilot.

B. **Contracting:** We will shift to a more efficient coordinated and focused contracting office network by placing the lead FISC in charge of brokering workload between our field contracting offices, while allowing the field offices to focus on production work. This networked arrangement will reduce the number of individual contracts we have to write as well as better leverage the buying power of our enterprise-wide contracting workload. We also expect to see reduced layers of overhead, more standardized operating procedures and policies across all contracting offices, improved utilization of e-Business capabilities as well as optimal use of the specialized contracting expertise resident in many of our sites.

C. **Informational technology:** We will shift from the dispersed format under which we operate today, to a centralized process under the control of the Navy Supply Information Systems Activity (NAVSISA), paralleling the

kind of IT structures prevalent in private industry. Under this new structure we will eliminate redundant processes, more efficiently manage our hardware assets, centralize control over software development [including what today are largely dispersed Web development activities], and leverage the Navy Integrated Call Center as our centralized help desk.

D. **Financial management:** We will consolidate the majority of our field financial management capability at the ACOS level, eliminating the need for full service financial capabilities at each site. Under this new structure, we will leave a residual capability at the local level to continue the essential functions that must be performed locally and to close out prior year financial records. We expect these actions to significantly reduce layering as well as position financial control in the hands of those responsible for the delivery of our products to our customers.

NAVSUP is now in the process of implementing the above Transformation initiatives. In some cases actions will be taken immediately, such as the standup of the ACOS structures in commands that currently exist. In the case of actions requiring the establishment/disestablishment of commands, approval authority is being sought to allow implementation of these changes effective Oct 1, 2003. In the interim, we will be developing the plans and obtaining approval to proceed with offering voluntary retirements and separation incentives to our people to begin the downsizing process. It is expected that the actions outlined above together with the associated downsizing will be accomplished during fiscal years 2003 and 2004.

The actions outlined above represent a substantive first step in our transformation efforts. As we proceed with implementation, we will continue to seek additional transformation opportunities, both internally within NAVSUP and externally in partnership with our customers and suppliers. Our

objectives throughout remain straightforward: maintain our ability to accomplish our mission in supporting our customers, aggressively seek opportunities to improve our processes and gain efficiencies which lead to reduced costs while continuing to work closely with our people to successfully navigate our way through the transition process. We are committed to all three of these objectives.

## STA-21 selectees announced

### Darlene Goodwin

Chief of Naval Education and Training  
Public Affairs

The Navy has announced the names of 431 Sailors selected for the 2003 Seaman to Admiral-21 (STA-21) enlisted commissioning program.

NAVADMIN 341/02 provides a listing of primary and secondary program selectees and their program options.

More than 1,400 applications were received by the selection board, which was convened in September by the Chief of Naval Education and Training in Pensacola, Fla.

STA-21 was established in 2001 to streamline the application process for Sailors interested in pursuing a commission. It consolidated eight of 14 existing programs and enhanced benefits for Sailors, allowing them to remain on active duty, and receive full pay and other benefits while enrolled in the program.

**Applications for the fiscal year 2004 STA-21 selection board will be accepted from January 1 through July 1, 2003.** For more information, visit the STA-21 Web site at [www.sta-21.navy.mil](http://www.sta-21.navy.mil). You may also call 850-452-9422 or -9447 (DSN prefix 922), or call toll-free at 1-800-452-4967 and select #4 to reach the STA-21 offices.

## Mason experiences once-in-a-lifetime adventure in Nepal



*Mike Mason, CNRSW HRO, celebrates his achievement near the summit of Kala Patar. The flags are prayerful offerings left by Buddhists who previously visited the site.* Photo by Michael Land

**Susan Civitillo**  
FISC SD Public Affairs

Wearing his human resources “hat” for Commander, Navy Region Southwest, Mike Mason services FISC San Diego customers. It was a much warmer hat that Mason was sporting, however, during his recent three-week adventure to the mountains of Nepal, including a stop at Everest Base Camp.

Mason embarked on his journey on Oct. 18. After a few days touring Bangkok solo, Mason met up with the seven other adventure-seekers in Katmandu where they departed by plane to a location 9,000 feet up to a village called Lukla. From there, the group hiked to various other villages

with elevations ranging from 12,000 to 17,000 feet - all the while enjoying spectacular views and learning about the Tibetan Buddhism culture. The bravest in the group, or at the least those who were well-acclimated to the higher elevations, pressed onward and upward to Everest Base Camp and later hiked up the mountain of Kala Patar to an elevation of 18,450 feet. Eight people began the journey, but only four made it all



the way to Kala Patar - Mason was one of them. The four hiked more than 200 miles in 18 days and slept in temperatures that hit 25 degrees below zero.

To train for the trip, Mason began about nine months prior by hiking Jamul Mountain three times a week carrying 50-80 pounds of rocks. In addition, he would rise at 3 a.m. on weekends and hike an average of 20 miles, which included San Jacinto, the highest mountain in the San Diego area with an elevation of 10,800 feet.

Mason’s wife, Karen, a former FISCSD employee, has accompanied her husband on many travels around the world, but for the first time decided to sit this one out. Karen found staying home for this latest adventure to be quite nerve-racking at times since there was no way for her husband to communicate with her during his 18 straight days of hiking. “I’m just glad to have my husband back,” Karen exclaimed.

The rest of CNRSW and FISC couldn’t agree with her more.

*Mason enjoyed many breath-taking views on his hiking tour. Here he captures the beautiful snow-covered peak of Ama Dablam.* Photo by Mike Mason

## Code 040 undergoes transformation of its own

As FISC San Diego assumes the role of lead FISC in the NAVSUP claimancy Transformation effort, the Business Office (Code 040) is also undergoing transformation. Our commanding officer, CAPT Ray Berube, has tasked CDR Robert Chenier to be the Transformation lead and the new director of the Business Office. Additional personnel have also shifted to Code 040 as Margie Hontucan fulfills a Civilian Management Development Program (CMDP) rotational assignment working

Navy/Marine Corps Internet (NMCI) transition and Electronic Records Management (ERM). Georgia Shute joins the team working on One Touch Support and DoD EMALL.

This influx of new personnel is a logical blend of talent as Code 040 continues to support the NAVSUP enterprise in providing business solutions. Current Code 040 primary roles in the areas of eBusiness development, project management, knowledge management, activity base costing, partnership management, business case analysis, performance

measurement, strategic planning, business process reengineering, regional support, consulting and facilitation all support the Transformation effort.

In a recent message, Rear Admiral Justin McCarthy, commander of NAVSUP, stated, “It is a huge task to drive common policies and practices across all FISCs, as well as broker workload as appropriate to maximize productivity and efficiency in our waterfront support operations.”

Code 040 stands ready to help FISC San Diego spearhead change and innovation throughout the organization.

## ***New Arrivals***

**Larry Vasquez** (Code 055) and wife Salud are proud grandparents of their fifth grandson, Elijah, born Nov. 9. Parents Losalyn and Martius reside in San Diego.

## ***Customer Satisfaction Surveys***

**SKSN Courtney Pierson, SKC Thadeou Nograles, SK2 Jason Thomas, SK1 Lee Hondo Moore, SK1 Grant Strawmyer, SK2 David Momberg, SK2 Jose Medina, SK2 Mark Corcoran, SK2 Vonetta Beale and SK3 Danielle Bottomley**, Code 100V, for support provided during the Stand Down 2002 which provides support to homeless veterans.

**SK2 Wilbert Visaya and SKC William Vitalich**, Code 100V, for support provided to the MWR at the Race for the Pennant held July 21 at Qualcomm Stadium.

**Ms. Sandra K. Johnson**, Code 250, for support provided to Navy Recruiting District Portland during the recent Purchase Card program review.

**Ms. Elena G. Gertes**, Code 250, for support provided to FFSC San Diego.

## ***Congratulations***

**Mike Alexander, Cathlenn Winkler, Carol Giles and Joyce Miller-Corona**, Code 250, for effort provided in guaranteeing over 330 Commander, Pacific Fleet orders were in place to meet deadline.

## ***Letter of Commendation***

**SK2 Ernestine G. Burton** for performance of duties as Accounts Payable Storekeeper, SIMA site, from Dec. 2001 - Nov. 2002.

## ***Navy and Marine Corps Commendation Medal***

**CDR Christopher P. Halter** for service as operations officer, Naval Reserve, FISC Headquarters 119, San Diego, from Oct. 2000 - Sept. 2002.

**SKCM(SW) Laverne S. Capati** for service as supply department master chief, FISC SIMA site, from Jan. 1999 - Feb. 2003.

**CDR Stephen F. Fillo III** for service as commanding officer, Naval Reserve, FISC Det. 419, Denver, Colorado from Oct. 2000 - Sept. 2002.

**SK1(SW) Rollin M. Peoples** for service as leading petty officer, FISC SD from Nov. 1999 - Nov. 2002.

## ***Good Conduct Award***

**SK1(SW) Grant R. Strawmyer, SK1(SW) Johnny T. Parker, SK1 Lee Hondo Moore, SK2 Maria E. Delgado and SK2 Melvin B. Calimag.**

## ***Reenlistment***

**SK2 Joanne Curry**

## ***Promotions***

**LCDR Cody Hodges**

**SK1 Vonetta Beale, SK1 Jason Edward Thomas and SK1 Jose Medinagarcia SK2 Maurice L. McWilliams**



*SKCM (SW) Laverne S. Capati retired after 30 years of honorable service on Nov. 21 at a ceremony held at the Fleet Training Center Auditorium at Naval Station San Diego. Capati (left) receives assistance from FISCSD command master chief SKCM (SW/AW) Ben Hebron with a shadowbox presented to him during the ceremony. The shadowbox contained the U.S. flag flown aboard USS Chief (MCM 14) as well as the emblem for enlisted ranks E1-E9.*

## Enterprise News Briefs

The Navy Exchange Service Command will offer the Youth Educational Shoplifting (Y.E.S.) Program to all juveniles apprehended for shoplifting in Navy Exchanges. This program provides offenders with an alternative to the court system through the services of Shoplifters Alternative, who will administer the program. SA, a division of Shoplifters Anonymous, Inc., is the world's leading non-profit provider of shoplifter research and rehabilitation programs.

**Sandra Jumper** has been promoted to the position of deputy counsel of NAVSUP, the second highest position in the command's Legal Office.

## SIMA Sailors continued from page 1

volunteerism,” said Berube. “You enhanced the education and lifestyles of our local youth, assisted citizens in need, helped maintain a clean environment, and made improvements in our communities. Your continued work hard has brought honor to yourself and to the Navy,” he stated.

The award recognized FISC SIMA site Sailors for their participation in the Main Street Association Neighborhood Clean Up, a collaborative effort among area residents, business owners, the Naval Station and its tenant commands to improve the appearance of the area outside the Station.

One Sailor served as a Volunteer Income Tax Assistant for the Electronic Tax Filing Program, processing over \$8 million in refunds and saving more than \$600,000 in tax preparation fees for active and retired military personnel and their family members. Another dedicated Sailor volunteered 1,128 off-duty hours as a Reserve Police Officer for the Oceanside Police Department, earning him the Oceanside Police Department Reserve Officer of the Year Award, as well as numerous letters of appreciation from Oceanside citizens. And, another served as a Junior Girl Scout Troop 8227 co-leader, coordinating numerous fund-raisers and community service projects, such as assembling Thanksgiving boxes for local women’s shelters; singing Christmas carols at the Remington Club, a retirement home in Rancho Bernardo; and collecting boxes of cookies for Operation Thin Mint in support of deployed service members.

The FISC SIMA site Sailors also greatly enhanced the lives of low-income elderly and handicapped residents by volunteering off-duty hours in support

## New Employee Extranet Contest

**Darlene Shaw**  
e-Business/Knowledge Management

The FISC San Diego eBusiness Quality Management Board (QMB) is pleased to announce an Employee Extranet Contest. The purpose of the Contest is to seek new, creative designs for the main graphic on the Home page of the employee Extranet.



You don’t have to be an artist to participate in this contest. Submissions can be hand-drawn or done on the computer. The winning design(s) will be formatted to final form for the Web

by Rod Rodriguez, FISC’s graphic artist in the Public Affairs Office.

The designs will be judged by the eBusiness QMB and the winner(s) will receive time-off awards.

Contest rules can be found on the FISC Extranet under “Announcements.” and may also be obtained by

contacting Darlene Shaw, Code 40, at 532-1060 or by email:

[darlene\\_t\\_shaw@sd.fisc.navy.mil](mailto:darlene_t_shaw@sd.fisc.navy.mil).

Submissions must be received by Code 40 by close of business on Jan. 31, 2003.

Here’s an invitation to let your creative juices flow, have fun and win time off!

of the “Christmas in July” home renovation program in National City. They supported the 12<sup>th</sup> National Stand Down for Homeless Vietnam Veterans and their families, serving as auxiliary security and assistance volunteers and providing much needed help for over 600 homeless Vietnam veterans living in and around San Diego.

The Sailors participated in Operation Clean Sweep, a program designed to help clean San Diego Bay and the parks surrounding it. In their off-duty hours the Sailors removed more than 8,500 cubic feet of trash from in and around the bay. More than 40 percent of the command’s military were active in the “Meals on Wheels” program, delivering hot, nutritious food to needy elderly and disabled adults unable to provide proper nutrition for themselves.

More than 400 students from FISC San Diego’s Partner in Education school, Roosevelt Middle School, benefited by the Sailors generous donation of time and energy to the school’s Multicultural Festival and 8<sup>th</sup> Anniversary celebration. This successful partnership, as well as their interest and involvement in community service, prompted the FISC SIMA Sailors last year to establish a Personal Excellence Partnership and Community Service Program with Edison Elementary School.

Through this community relations program, Sailors have coordinated numerous fundraising events to help cover the cost of school projects, educational materials and programs recognizing outstanding students. They also sponsored and helped organize several holiday activities and sporting events such as Athletic Field Day and Mini-Olympics competitions. As a result, tangible improvements were made in the education, health, physical fitness and citizenship of the students.

Other volunteer efforts included filling essential jobs such as parking and crowd control at CPR Saturday, an annual event attended by more than 2,000 at the Sports Arena; assisting in the Westwood Elementary Annual Fun Run to raise funds for new computer equipment; helping with the Olympic View Elementary School’s highly successful Children of the World Day to promote student health and physical fitness; and assisting with the Red Cross Blood Drive sponsored by the Masonry Brotherhood.

“Volunteerism is a traditional way of life for Navy members,” said RADM Jose Betancourt, Commander, Navy Region Southwest. “There is great honor in investing time and resources to assist fellow citizens. Congratulations and well done!”