

FISC Sailor of the year named

Fleet and Industrial Supply Center San Diego commanding officer Capt. Ray Berube today announced the selection of Storekeeper 1st Class (Surface Warfare) Denise De Pozo, assigned to FISC's Shore Intermediate Maintenance Activity site, as the FISC San Diego 2001 Sailor of the Year.

Born in Chicago, Ill., and raised in a Navy family, SK1 (SW) De Pozo enlisted in the Navy in February 1986 at the age of 19. Following Fireman Apprenticeship Training, she was assigned to Naval Support Activity Port Operations, Naples Italy, where she cross-rated from fireman to seaman.

De Pozo's other shore assignments included Recruit Training Command, Orlando, Fla., where she trained recruits in all aspects of Navy life, customs, traditions, rules and regulations; and Naval Station San Diego.

Her afloat assignments included serving as S-1 central storerooms supervisor aboard USS *Shenandoah* (AD 44); cargo hold captain and quality assurance storekeeper in USS *White Plains* (AFS 4); and SUADPS-RT functional area supervisor in USS *McKee* (AS 41).

As leading petty officer for the SIMA Customer Service Division, De Pozo, FISC's Sailor of the Quarter for July-September 2000 and 2001, played a major role in FISC SIMA site's economic and manpower initiatives, saving \$3 million in just 10 months. She expertly led her division in acquiring more than 400 line items through the Residual Asset Management Program, which saved SIMA more than \$737,000. She also flawlessly tracked and helped expedite more than 60,000 mission critical standard stock and open purchase requisitions valued over \$20 million.

Her efforts resulted in a notable increase in supply effectiveness and ensured the timely receipt of critical material to support 60 Pacific Fleet ships and 73 SIMA production shops. And, she provided superb pre-deployment logistical support to 'L' deck ships, Carriers, and Amphibious Ready Groups.

"Petty Officer De Pozo's impressive productivity and leadership skills enabled all afloat units to meet their operational commitments and immeasurably contributed to the SIMA site's mission of 'Service to the Fleet,'" said SKCM (SW/AW) Ben Hebron, FISC San Diego's command master chief.

Off duty, De Pozo's volunteer efforts resulted in improved quality of life for community residents. Through the command's Partnership in Education program, she promoted youth education, physical fitness and citizenship at both Edison Elementary School and Roosevelt Middle School. She served as a 'Meals on Wheels' program coordinator, delivering food to elderly residents, and participated in the 12th Annual National Standdown for Homeless Vietnam Veterans. De Pozo is currently working on final requirements for an associate's degree in Business Administration from Excelsior College.

Her personal awards include the Navy Achievement Medal with three gold stars, Good Conduct Medal with three bronze stars, National Defense Medal, Armed Forces Expeditionary Medal, and Southwest Asia Medal.

"Petty Officer De Pozo's inspirational leadership, technical superiority and commitment to customer satisfaction are directly responsible for the success of FISC's SIMA site," said Berube. "She continually looks for ways to improve work center processes and selflessly devotes her time and



SK1 (SW) Denise De Pozo

talents to assist others. Her passion for success drives her to volunteer her off-duty time to numerous community service groups and events throughout San Diego. She is a model citizen in all respects."

Congratulations to the other FISC San Diego SOY nominees - SW1 (SCW) Brian M. Wood, SOQ for January-March 2001; SK1 (SW) Rex T. Soria, SOQ for April-June 2001; and SK1 (SW) Rollin M. Peoples, SOQ for October-December 2001.

"You are all superb leaders and mentors for our junior Sailors," said Berube. "I am very proud of all of you. Thank you all for your sustained efforts. Keep charging!"

Members of the FISC San Diego Sailor of the Year Board 2001 were SKCM Hebron; SKCM (SW) Laverne Capati, SIMA site lead chief petty officer, SKCS (SW) Maria Aquino, SIMA Material Division officer; SKC (SW) Richard Atencio, lead chief petty officer, FISC Supply Chain Management; SKC (SW) Phillip Swartzlander, Fleet Liaison lead chief petty officer; and ABFC (SW) Marsailles Willis, lead chief petty officer, Ventura Hazardous Material site.

As we prepare to start another new year, I want to share my thoughts on what I believe are the most important responsibilities of the FISC San Diego team.

First and foremost, we must ensure we fulfill our mission and provide a work place which is professional, non-hostile, and promotes a positive corporate climate. Continuing to meet our day-to-day mission is critical given our country's current fight against terrorism. I greatly appreciate your efforts and contributions during the past year.

The following initiatives and issues are what I believe we should focus on during the upcoming year.

Contracting Initiatives – Increase our use of Reverse Auctions and continue to develop innovative approaches to satisfy our customer's requirements. Purchase Card use and PMR reviews need to be a top priority. Complete A76 and HAZMAT recomplete actions. **LSC / MPC** – Continue to expand Logistic Support Center quality of service and use the LSC structure to manage other Fleet support functions. Expand Material Processing Center implementation by prototyping an L deck ship and a Carrier.

ERP Pilot – The Enterprise Resource Planning pilot implementation represents a monumental first step in re-systemization. The fact that we are part of the pilot strategically aligns us for future business opportunities in ERP. We need to define the ERP process for our A76 Retail Supply study.

G Condition – Complete analysis on G condition material (process improvements, BP28 investment opportunities and items which DLA is not supporting from a wholesale perspective).

ATAC – Continue process improvements, stabilize AORS, and identify future retrograde cycle re-engineering opportunities.

Single Enterprise Initiative – Communicate Single Enterprise goals to customers and complete the changeover to the new logo by May 1.

Objective 3.3.3 – In conjunction with the Fleet and Chief of Naval Operations N46, develop and execute a template for the relationship between FISC commanding officers (as the program manager for Logistics) and Regional commanders.

A76 – Continue efforts on Retail Supply, Call Center, and IT Applications studies, and on post MEO reviews.

HAZMAT – Complete Regional instruction, expand afloat support, and standardize CRIMP procedures.

Inventory management – Continue efforts to increase net effectiveness, ensure CNARF and R Supply transitions are seamless, and increase frequency of visits/assistance to non-metro partners.

Supply IPT – Reenergize and be a driving force in Supply IPT efforts.

Intranet – Continue to update and improve our Intranet web site and market its capability and PKI certification to the Navy eBusiness Office and within the NAVSUP claimancy.

Training – Emphasis Individual Development Plans as meaningful roadmaps for civilian employee development. Develop a meaningful training program for military officers.



Capt. Ray Berube

NMCI – Plan for NMCI implementation scheduled for July 2002.

Customer Satisfaction/CRM – Review and identify options to improve customer survey/satisfaction feedback process for all FISC services and products.

Communications – Continue to refine and execute our command communication plan.

Non-Metro Partners – Increase our focus and support to non-metro partners, and develop a schedule of sites and individuals to visit.

Household Goods – Continue to push for DFAS/MTMC re-engineering to solve invoice process issues.

If any of these initiatives fall within your area of responsibility, I ask that you place them on your priority list. It is not my intent to limit our actions, so if I have inadvertently omitted items you feel are important, please let me know.

I look forward to working with you in the coming year.

A handwritten signature in black ink that reads "R. E. Berube". The signature is written in a cursive, slightly slanted style.

The Network

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“Fight and Win!” — CNO sets the course for Navy leaders

By Chief Journalist **Walter T. Ham IV**
Chief of Naval Operations
Public Affairs

Chief of Naval Operations Adm. Vern Clark recently released CNO Guidance 2002, which applauds the Navy’s impressive accomplishments last year and provides specific goals to help win the war on terrorism and make the Navy even better.

“As we move into 2002, I believe more than ever that it is dedication to causes greater than ourselves that transforms our profession into a calling, and brings honor to the Navy we serve and the uniform we wear,” the CNO stated.

Clark expresses gratitude for the progress made on the Navy’s “Top Five” priorities (manpower, current readiness, future readiness, quality of service and organizational alignment) in 2001, and he emphasizes that the new guidance is “about the future.”

“Even the most aggressive of leaders need guidance to help them focus their efforts,” he said.

CNO Guidance 2002, written for every leader in the Navy — from LPO to CPO to CO to CNO — stresses the continued importance and time-honored value of leadership in the Navy.

“We expect a great deal from our leaders, from the most senior to the most junior. I will never apologize for that. Our people promise to serve. In return, our Navy provides the opportunity to lead. Some days are victorious; some days are difficult. We do not promise an easy life. Anyone can lead when the going is easy; it takes strength and character to lead when circumstances are challenging — but the rewards are immense.”

In the first point of CNO Guidance 2002, Clark reemphasizes the importance of “the Fleet” and its proven ability to deliver combat credible power to far corners of the globe.

“Presence...Power...Precision. Our Navy’s response to the events of Sept. 11 is testimony to the dedicated service of our Sailors. It also underlines the mobility, lethality and reach of naval forces. Most importantly, it shows our dedication to mission accomplishment. We stand ready to fight and win!”

The CNO says that Sailors are the key to mission accomplishment.

“Our Navy needs talented young Americans who want to serve their nation and make a difference. The key words are ‘serve’ and ‘make a difference!’ In return for their service, we offer them rich opportunities for leadership and growth.”

While Clark was pleased with last year’s recruiting efforts and record-breaking retention — it was the best retention year in his 32-year career — he challenges leaders to reach even greater goals in 2002, and he emphasizes the need for a sharper focus on attrition.

“Attrition is our number one manpower challenge. No one joins the Navy to fail, yet too many Sailors do not complete their first enlistment. Concerned, involved leadership is the key to minimizing attrition without sacrificing standards. Leaders must take every measure to help their people prosper and succeed.”

The CNO says that the Navy will continue to keep its prime focus on current readiness, while building the Navy of the future.

“Our Navy starts with the Fleet. Everything we do must keep the Fleet ready and make it even better. We must accurately define and continuously validate our requirements, then move aggressively to fully fund those requirements. In doing so, we will ensure the Fleet remains ready to fight and win.”

To ensure the Navy remains ready to triumph in future wars, the CNO calls for buying 10 ships and 210 aircraft per year by 2007.



Adm. Vern Clark

“The FY02 procurement budget is \$10 billion below the level required to sustain our Navy. We must buy greater numbers of ships and aircraft. To do so, we must balance competing demands of current readiness, procurement, innovation and experimentation to stay at the forefront of military transformation.”

Clark also stresses the need for greater innovation and better business practices in the Navy. “We believe in, and will do everything we can do, to encourage innovation in our Navy. Experimentation is vital to change, and we will embrace innovation and experimentation. We cannot have too many pilot projects underway,” the CNO said. “We must become more efficient. We must spend with great care every dollar the taxpayers entrust to us for their defense.”

The CNO added that “the best Navy in the world” will continue to improve, even as we fight the war on terrorism. “We are now at war — and will fight and win the war on terrorism,” the CNO said. “We did not seek this war, but we will win this war.”

To read the CNO Guidance 2002 or for more information on the Chief of Naval Operations, go to <http://www.chinfo.navy.mil/navpalib/cno>.

Christmas newspapers mailed to Sailors overseas

By Nannette Davis, FISC PAO

The Fleet and Industrial Supply Center San Diego's Consolidated Mail Facility processed 8,500 Christmas edition newspapers on Dec. 28 for mailing to forward-deployed San Diego Sailors. The newspapers, donated by The San Diego Union-Tribune to Commander, Naval Region Southwest, feature four full pages of messages to the Sailors from family, friends and local community residents.

"This effort by the Union-Tribune and the community is a great show of support to the military and especially our deployed forces," said Capt. Ray Berube, FISC San Diego's commanding officer. "We have the essential logistics network in place at the CMF to handle this bulk mailing and were happy to develop a distribution plan and assist the Union-Tribune in mailing the newspapers to our deployed ships."

"Through our newspaper and web site, signonsandiego.com, we had the ability to invite readers to submit

greetings to our troops, and to publish those greetings," stated Carole Ravago, Public Relations Manager for The San Diego Union-Tribune. "But without the help of Capt. Berube and FISC San Diego, we never would have been able to turn our dream of getting those greetings and Christmas Day newspapers in the hands of our military overseas into reality."

Sailors aboard the following ships received the newspapers: USS *Kitty Hawk* CV 63), USS *Carl Vinson* (CVN 70), USS *John C. Stennis* (CVN 74), USS *Peleliu* (LHA 5), USS *Comstock* (LSD 45), USS *Dubuque* (LPD 8), USS *Bonhomme Richard* (LHD 6), USS *Pearl Harbor* (LSD 52), USS *Ogden* (LPD 5), USS *Lake Champlain* (CG 57), USS *Jarrett* (FFG 61), USS *Elliott* (DD 967), USS *Princeton* (CG 59), USS *Antietam* (CG

54), USS *Benfold* (DDG 65), USS *John Young* (DD 973), USS *Rentz* (FFG 46), USS *Hurricane* (PC 3), and USS *Monsoon* (PC 4).



Photo by Craig Bohringer

FISC San Diego's Consolidated Mail Facility processed 8,500 Christmas edition newspapers for mailing to forward-deployed San Diego Sailors.

The CMF provides official mail support to all military installations and Pacific Fleet ships in the San Diego area, averaging about 250,000 pieces of mail monthly.

Navy Integrated Call Center offers supply, technical support

The Navy Integrated Call Center, a joint partnership between Naval Supply Systems Command, Naval Sea Systems Command, Naval Air Systems Command, and Space and Naval Warfare Systems Command, provides an efficient and cost effective single point of entry for supply and technical support for the warfighter.

The NICC provides technical and logistics support to the fleet, including ships, aviation, and space systems support. The Call Center also handles personal and family services questions including those related to chaplain, medical or personnel services.

The NICC, an integral part of NAVSUP's 'One-Touch' support, interfaces with the Logistics Support Centers and provides assistance for all standard and nonstandard requisition

inquiries, material tracking, carcass tracking, modification or cancellation of requisitions, procurement inquiries, requisition processing, reports of discrepancy, quality deficiency reports, transportation discrepancy report inquiries, bearer processing and status, part number to NIIN cross reference help, and much more.

The NICC's interactive voice response system provides real time and accurate information 24 hours a day, seven days a week, 365 days a year. Customers can reach the NICC by dialing toll free 1-877-4-1-touch (86824) or DSN 510-4-2-touch. To navigate through the various menu options, follow these steps:

1. At the start of the "greeting announcement", immediately press any of the main menu options "1" through "7"

1. If the main menu selection has a submenu, immediately select the appropriate option at the start of the submenu announcement

1. Provide the required data when prompted to ensure the desired service or information is obtained

The NICC is capable of receiving supply requests via phone, e-mail, fax, or SALTS. To send e-mail requests use either nicc@nor.fisc.navy.mil or fiscsd_cic@sd.fisc.navy.mil. To fax requests dial either 619-532-4013 or 757-443-1655. Requests via SALTS can be sent to either bzz@salts.icpphil.navy.mil or eyb@salts.icpphil.navy.mil.

For additional information or to request an on-site briefing on the NICC, e-mail Mary Hockenberry at Mary_e_hockenberry@icpmech.navy.mil.

Together we stand

By Lt.j.g. Walt Egge, Code 123

The events of Sept. 11 had an immediate and profound effect on security measures everywhere. Locally, a logistics problem quickly emerged. How are we going to ensure that materials and supplies reach our Sailors while ensuring the integrity of our Force Protection Measures?

Teamwork and rapid response proved to be the quick and effective solution. In a joint effort between FISC San Diego and Defense Distribution Depot San Diego, an off-base operation was established for centralized receiving of all non-perishable cargo for all tenant commands of Naval Base San Diego and all ships homeported there.

Led by Lt.j.g. Walt Egge, FISC and William Wilson, DDDC, Commercial Carrier Receiving (CCR) opened for business on Sept. 26. The immediate concerns were to relieve the local carriers (UPS, FedEx, and others) of the backlog of packages they had built up while access to the base was denied; and to establish a secure network to effect delivery to all of the waiting customers.

"Reserve personnel have been a tremendous asset to this operation," remarked Wilson. "We started with more than 2,500 parcels on the first day, due to the back-log, with nearly as many customer destinations, it seemed."

The combined efforts of DDDC personnel, FISC military and contractor personnel, and activated Reserve military got the operation running

smoothly in very short order.

With NAVBASE Security providing dog teams to inspect packages and crated material, CCR personnel receive, sort, manifest and deliver an average of more than 500 pieces daily.

NAVXPRESS trucks and drivers are employed exclusively to transport all materials from the off-base location to waiting customers on base.

"This type of venture is unprecedented," said DDDC's Willie Pointdexter. "The two commands



Photo by Kim Longstaff

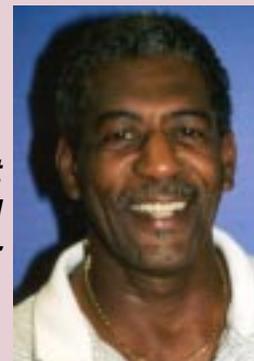
J. "Buddy" Barker, far left, SK1 Monroe, center and SK3 Clinton Goodwin unload and sort UPS delivery.

putting this (operation) together in such short order and so effectively is remarkable."

Turn-around time on all material received is now less than 24 hours. To date more than 38,000 pieces – ranging from tissue-box sized parcels to palletized material weighing several hundred pounds – have been processed through the CCR.

"We can maintain this level of service indefinitely," beams SK3 Clinton Goodwin, "We're good!"

Meet Richard Springer



Occupation: Supply Technician, Requirements/FISC Code 121S.

Birthplace: Eldorado, Ark.

I graduated from: San Diego High School.

Hobbies: Fishing, singing, working on cars, growing roses and cooking.

Nobody knows I am: The best Leo they'll ever find.

Pet peeve: I hate to see anybody wearing baggy pants below their waist.

Secret to success: Prayer, faith, education and a good attitude.

If I could I would: Cut all the high prices in California in half for 10 years.

If I could do it over, I'd: Have started saving money a lot earlier in life.

I've never been able to: Hate someone for doing something I didn't like. I just pray for them.

I wish I could stop: All of the hate in this world.

I'd give anything to have met: Marvin Gaye.

Favorite quote, motto or phrase: "If you don't use it you'll definitely lose it."

Favorite singer/group: Joe Ligon, Sam Cooke, Robert Blair, Jimmy Jones.

The one thing I like best about myself: I try to treat everybody the way I want to be treated.

I am most proud of: The way I was brought up, and the way I was taught.

Volunteers needed to help youth “DEFY” drugs

By Ensign Paul Noel, Navy Drug Education For Youth Public Affairs

In the wake of the Sept. 11 terrorist attacks, young Navy and Marine Corps family members more than ever are feeling the stress of having one or both parents placing themselves in harms way to protect the American way of life.

That stress can be one contributing factor in a youth’s decision to experiment with illegal drugs or alcohol.

The Department of the Navy’s Drug Education For Youth (DEFY) works to reduce the negative impacts of that stress. DEFY strengthens youth by providing them with the resistance and life skills they need to avoid involvement in drugs, gangs and crime.

The program also provides other important lessons on study skills, violence prevention, personal safety, diversity, conflict resolution and Internet safety.

Anyone interested in initiating the DEFY program on their base should contact the DEFY program office at commercial (202) 433-3113 to learn how to get started.

The conference is scheduled for Feb. 20 - 22 in San Diego.

DEFY provides positive role-model mentoring and community outreach to improve the quality of life of military personnel and their families. It is designed to produce graduates with character, leadership and confidence to engage in positive, healthy lifestyles as drug-free citizens.

For more information on DEFY, go to <http://www.hq.navy.mil/defy>.

First-ever Leadership Summit demonstrates Navy’s commitment to improvement

By Naval Postgraduate School Public Affairs

In the first of its kind in the Navy, 270 people, ranging in rank from seaman to admiral, participated in a leadership summit in early December at the Naval Postgraduate School in Monterey, Calif.

Sponsored by Chief of Naval Operations Adm. Vern Clark and hosted by the NPS’ Center for Executive Education, “bold and enlightened leaders, at every level” was the theme pursued by active and retired military and civilian personnel representing every community, pay-grade and leadership level in the Navy.

“Commitment to our mission is necessary, but even that is not enough if we do not focus on the development of the people whom we serve,” Clark said as he opened the four-day summit.

During this time, representatives from every pay grade of the naval service spoke up and voiced their opinions on where strengths are within the Navy in their search for innovative ways to improve the naval service and support the development and growth of every member of the Navy family.

Looking at organizational change by way of a process called “Appreciative Inquiry,” flag officers and deck seaman alike compared successful examples of leadership that they had seen or experienced in order to rediscover and tap into the core values and competencies of the Navy.

The CNO emphasized that the

leadership summit was the beginning of a long and important conversation — one that could potentially involve every Sailor in uniform.

In line with Clark’s commitment when he took office as CNO, participants in the Leadership Summit were encouraged to “challenge all assumptions” in providing their ideas to improve the Navy and leadership in the Navy.

The summit was the extension of a short course called the “Thirty-something” group, run by the Center for Executive Education. This group composed of officers - lieutenants and lieutenant commanders — develops ideas, possibilities and ways to improve the Navy.

“I dream of a Navy in which all our leaders are personally committed to the success of our mission. We are called to a life of service and it is an honor to serve in this organization,” Clark said. “Leaders are responsible for the growth and development of the people that are entrusted to them. This Leadership Summit was itself a pilot program and I am pleased with results we achieved.

“However, this is a process, not just an event. I am committed to supporting the continuation of a journey to make our Navy and everyone who is a part of it the very best,” the CNO said. “By continuing the dialogue that was started here, we can and will encourage others to be inspired and to dream.”

To access the CNO’s remarks at the summit, go to <http://www.chinfo.navy.mil/navpalib/cno/clark-speeches.html>.

Service members supporting Enduring Freedom get tax break

By Gerry J. Gilmore
American Forces Press Service

U.S. troops serving in Afghanistan as part of Operation Enduring Freedom will pay little or no federal tax this year thanks to an executive order President Bush signed Dec. 14.

The order, effective Sept. 19, declares that the country of Afghanistan and the airspace above it is a combat zone. It makes service members involved in combat operations in or above Afghanistan eligible for certain tax benefits.

DoD will also certify the eligibility of certain troops outside of Afghanistan to receive these tax benefits. To be eligible, these troops must be directly supporting operations in Afghanistan and must be receiving imminent danger pay or hostile fire pay for reasons related to the Afghanistan operation.

According to Internal Revenue Code, different degrees of tax relief exist under the combat zone tax benefits: For enlisted members and warrant officers, all compensation for active service earned in a combat zone is tax-free. This includes regular basic pay. Special pay, such as re-enlistment bonuses, is also tax free if the service member re-enlists in a combat zone.

For commissioned officers, the monthly tax exclusion is capped at the highest enlisted pay, plus any hostile fire or imminent danger pay received. Therefore, for 2001, the most an officer can earn tax-free each month is \$5,043 (\$4,893, the highest monthly enlisted pay, \$150 hostile fire or imminent danger pay).

The tax exclusion applies only to compensation for active service in the armed forces. Civilians are not eligible.

Troops serving in a combat zone are also allowed extra time to file tax returns and to attend to other tax matters. The deadline for taking actions with the Internal Revenue Service is

therefore extended for at least 180 days after:

- The last day the taxpayer is in a combat zone (or the last day the area qualifies as a combat zone).
- The last day of any continuous qualified hospitalization for injury from service in the combat zone.

The tax deadline extension also applies to certain civilians serving in a combat zone, such as Red Cross workers, accredited correspondents, and other civilians acting under the direction of the U.S. armed forces in support of those forces.

Under the Internal Revenue Code, survivors of service members killed or declared missing in a designed combat

zone may receive certain benefits:

- Special filing status if deceased spouse was in a missing status as a result of service in a combat zone.
- Forgiveness of income taxes of members of the armed forces who die in a combat zone or by reason of combat zone-incurred wounds.
- Reduction in estate taxes for members of the armed forces who die in a combat zone or by reason of combat zone incurred wounds.
- Survivors may file a joint return if a spouse is in missing status as a result of service in a combat zone.

Most states follow the federal lead, but service members should check with unit tax or legal advisers to be sure.

Navy Region Southwest issues Mexico border area restriction guidelines

By JO1 (SW) Scott Sutherland
Naval Station San Diego PA

For some San Diego-area Sailors planning to visit the Mexico border area, this note's for you: it's going to take special permission before you go there.

Following a recommendation by Navy Region Southwest's (NRSW) Armed Forces Disciplinary Control Board and the Region's Customer Advisory Board, a region-wide request chit system was adopted for Sailors, E-3 and below, who plan to visit the Mexico border area on either leave or liberty. The Mexico border area is the territory of Mexico within 75 miles of the U.S. border.

According to NRSW Staff Judge Advocate Capt. Albert Reynolds, "The restriction affects not only Sailors assigned to the region, but all Sailors, E-3 and below, within the NRSW area of responsibility."

That includes Sailors off the ships homeported here. "Ships may have a more stringent policy," said Reynolds, "but NRSW has encouraged other area commands to cancel any chit program they have, and rely on ours."

Even though region policy-makers and installation commanding officers realize that traveling into Mexico can be a cultural experience, they also warn of "unique pitfalls and dangers" that exist.

According to the region-wide naval message that was recently issued, "experience has shown the lure of Mexico's lower legal drinking age, combined with cultural and language differences, can create situations which put military personnel at increased risk of misconduct and criminal victimization."

At the Naval Station, Command

Continued on page 8...

Sea-shore tour lengths revised

By Chief Naval Personnel Public Affairs

Revised sea-shore rotation tour lengths have been announced, and Sailors from 87 rates will see their sea-tour lengths reduced while Sailors from 29 other rates will see their sea-tour lengths increased.

The revised SSR tour lengths are designed to better match the projected number of Sailors available with funded billet requirements at sea and ashore. An aim with revising SSR tour lengths is to limit significant changes so Sailors and their families have maximum stability in planning their careers.

“The CNO’s goal for the career rates (E-5 to E-9) is 36 months of sea duty and 36 months of shore duty,” said Cmdr. Thomas McGovern, aviation enlisted community manager.

Working toward this goal, the number of career rates (E5-E9) with an SSR above 48 months at sea and 36 months ashore has dropped from 37 to 30.

“We are trying to make that goal for as many rates as possible,” said McGovern. “However, we can’t always do that. It’s based on the rating structure, because of certain Navy requirements that some ratings are at sea more than others and we have to work with that and balance the sea-shore rotations.”

Projected rotation dates will be adjusted by Navy Personnel Command based on length of a Sailor’s remaining tour. Sailors with PRDs of October 2002 or earlier will not be adjusted. Additionally, if a Sailor is advanced in grade during their current tour, NAVPERSCOM is authorized to adjust the Sailor’s PRD to that of the senior pay grade.

Sea-shore tour lengths are primarily determined by the ratio of sea billets to shore billets for each rate; this ratio is used to determine the length for each assignment.

Over time, some rates will become more sea intensive or shore intensive if the billet base is not adjusted.

The office of the Chief of Naval Personnel is currently working to realign general duty shore — and some sea — billets between shore and sea intensive rates in an effort to further balance SSR to the greatest extent possible.

The eventual goal is to reduce the maximum sea tour for all career rates (E5-E9) to not more than 48 months.

“A larger portion of the force are careerists now versus years and years ago. We have more junior Sailors with spouses at younger ages, and they want to spend more time with their family and we recognize that,” said Capt. Stephen Conn, director of enlisted plans and policy. “I think everybody in the Navy certainly understands that going to sea is central to the naval service and is what the Navy is all about.

“We do strive not to burden Sailors any more than necessary. Sea-shore rotation, generally, is better than it was decades ago,” Conn added.

For a complete list of revised sea-shore tour lengths, see NAVADMIN 341/01, available on the Web at <http://www.bupers.navy.mil/>.

Mexico restriction guidelines...

Continued from page 7...

Master Chief Ashley Smith sent out an e-mail message to all leading chief petty officers who have junior Sailors in their chain of command. In the message, he stated, “All hands need to be keenly aware of this policy in order (for the region) to assist and enforce it.”

“Mandatory command briefings are required at the time request chits are approved,” Reynolds said. “Some conduct that’s illegal in Mexico may not be illegal in the U.S., and our junior personnel should be informed of this. Otherwise, there are dangers and risks in Mexico that may not be as great in the U.S. We hope the briefing Sailors get from their commands prior to going to Mexico will give them information to help them from being victimized.”

Key elements of the policy are listed in NRSW instruction, but one of the requirements is that special request authorization will be approved by the Sailor’s command at the same level that leave or liberty is granted.

Information released by the region specifically stated that the policy “isn’t a liberty-risk program, or a restraint on liberty, and, under normal circumstances, chits should be approved.”

For Sailors who live in Mexico, or who travel there to be with family or relatives, waivers may be approved. Finally, Sailors who are authorized to go into the border area will have to abide to the buddy system. A “buddy” is an adult over 18 years old who is identified by name on the special request.

What about legal ramifications if a Sailor is caught without a request chit? “If a chit hasn’t been obtained from the Sailor’s parent command, the service member is subject to disciplinary action for violation of a ‘lawful general order,’” Reynolds said.

The specific instruction outlining the policy can be found on the Region’s Web site, <http://www.cnbsd.navy.mil/>, under administration.

Is Redux right for you?

By Chief Naval Personnel
Public Affairs

If you're coming up on your 15-year mark of creditable military service, you will receive a message offering you a \$30,000 bonus. Sounds great, right? Maybe? Before you take that money, do your homework and see if you can also live with the reduced retirement pay that is part of that bonus package.

Known as the Career Status Bonus (CSB), the money is offered as an incentive to get Sailors to stay for the next five years; but it also reduces retirement pay. Receiving a CSB is tied to reverting to the Redux retirement system, which was introduced in the 1986 Military Retirement Reform Act.

The \$30,000 CSB can be used in many beneficial ways. It might be what Sailors need to pay off credit card debt, pay for college education, buy a home or any other essential need.

Redux offers a reduced retirement pay. If you retire at the 20-year mark, your pay drops by 10 percent, giving you only 40 percent of your base pay.

For each year short of 30 years of active duty, your monthly retirement check will be less than the "High-Three" retirement pay, which starts at 50 percent of base pay for 20 years of service. If you plan on staying until the 30-year mark you'll start out with 75 percent of your pay right away.

The smaller monthly amount may not seem like much now, but you need to think about your overall retirement portfolio.

Another important difference between the two plans appears in any annual cost-of-living adjustment (COLA) received.

Redux retirees receive a COLA

that is one percent less than those retiring under High-Three.

At age 62 there is a one-time adjustment or "catch up" so the monthly retirement benefit matches that of their High-Three counterparts. After age 62, Redux retirees will again receive annual COLAs at one percent less than High-Three retirees receive.

The \$30,000 could be a good move for you, especially if you decide to invest the money in the Uniformed Services Thrift Savings Plan. However, when you look at the rates of return for investing the CSB in various investment plans compared with your overall retirement pay under High-Three retirement, you may find that High-Three is the better deal.

Let's look at an example, which is available at <http://www.staynavy.navy.mil>, under the section that compares Redux and **High-Three**:

An E-7 at age 40 with 20 years of service would receive High-Three retired pay through age 80 that totals over \$600,000 in constant year 2001 dollars. Redux retired pay would total about \$485,000, or 19 percent less. The big question is how this compares to the \$30,000 bonus at the 15th year? Would anyone give up \$115,000 in constant year 2001 dollars from future retired pay in exchange for \$30,000 today? Given the right conditions, they might. It depends on what happens to the \$30,000 over time compared to the extra retirement pay of the High-Three system over Redux.

The answer to how the \$30,000 bonus compares to \$115,000 spread over 40 years depends on many variables. Under certain conditions, an invested CSB is worth more than the invested extra retired pay until the retiree reaches age 54. After that, the investment of the greater retired pay will be worth more.

If you already have another



Upcoming Holidays and Special Events

- Feb. 1-28** *African-American History Month*
- Feb. 12** *Lincoln's Birthday*
- Feb. 13** *Ash Wednesday*
- Feb. 14** *Valentine's Day*
- Feb. 18** *Presidents Day (observed holiday)*
- Feb. 22** *Washington's Birthday*

retirement system in place and know what you plan on doing with your 20-year retirement, the Redux option could be beneficial. However, think ahead, do the math and talk with the experts. Ensure you have sufficient information to make the right choice for yourself and your family.

Experts to talk with include Command career counselors, Command financial specialists and Fleet and Family Service Centers.

Detailed information is found at <http://www.staynavy.navy.mil> under the Pay and Benefits section, and at <http://www.bupers.navy.mil> under Career Status Bonus information. Also see NAVADMIN 245/01 for information on electing CSB/Redux by selecting the "Messages" link at <http://www.bupers.navy.mil>.

Scenes from the Holiday Luncheon at the Marriott.... Dec. 13, 2001



The men of North Island.



Information Systems group, Code 30



Cmdr. Cliff Noe, Supply Chain Management director tells Santa what he wants for Christmas.



Some of the Contracting group gather....

Right, the FISC SIMA site team....



New NAVSUP IDP policy cancels 40-hour training requirement

Effective Jan. 1, 2002, NAVSUP commander Rear Adm. Dan McCarthy, directed that all civilian employees will have an Individual Development Plan reflecting meaningful training and development needs. Rear Adm. McCarthy's direction supports Goal 2.1.4 of our Strategic Plan, to "develop meaningful IDPs for every member of the team (military and civilian)..."

"This investment in our workforce is a commitment to our future and to our most important resource, our employees," said McCarthy.

The new policy also cancels the requirement that every member of the NAVSUP team receive 40 hours of training annually. The 40-hour requirement has been found to be too restrictive. "There are employees that can have an effective IDP with less than 40 hours while some need more. Our primary responsibility is to ensure that meaningful training to close skill gaps is provided, not that a specific number of hours be required," said FISC training director Ann Breautigam.

All FISC San Diego employees should have an IDP in place for fiscal year 2002. The IDP is an agreement between both the manager and the employee, taking into consideration the future of both the individual and the organization. It documents meaningful employee training and development needs that will lead to success in the employee's current position and longer-term career goals in their chosen profession, while considering the skill needs and resources of the command.

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

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

Frequent flier legislation comes in for a landing

By Tanya N. Ballard, GovExec.com

Now Federal employees can use frequent flier miles earned on government travel, under an amendment included in the fiscal 2002 Defense Authorization bill, which passed in December 2001.

Senators Joe Lieberman, D-Conn., and John Warner, R-Va., added the amendment, arguing that allowing federal workers to keep their frequent

flier miles would help federal retention and recruitment efforts.

The long-awaited employee benefit allows civil service, military and Foreign Service employees to use frequent flier miles obtained on government travel for personal use. The benefit is retroactive, allowing federal employees to use miles earned prior to the bill's enactment.

For the full story go to <http://www.govexec.com/dailyfed/1201/121401t1.htm>.

In remembrance of a hero - lessons learned from ground zero

By Darlene Shaw, Code 040

As some may recall, I wrote about storytelling in a former Knowledge Management article. Storytelling is an important form of human knowledge sharing.

What follows, are the stories of many individuals and the saga of one hero.

I was fortunate to have visited New York the first week of December with my eGovernment Fellows group.

The reason for our visit was to learn from a variety of leaders who lived the tragedy of the World Trade Center attack and yet were able to successfully respond to the challenge of rescue and recovery under the worst of circumstances.

Two of the opportunities I had while in New York were attending the first annual Tactical Response Forum and visiting the Command Center for Ground Zero. It would be impossible to cover all that was discussed in the space of this article. Instead I want to share the key points that emerged from those discussions.

1) *The quick response and efficiency of relief and recovery efforts was made possible by the partnering of government on all levels with private industry and non-profit organizations.*

Accenture wired more than 600 PCs and more than 300 telephones within a matter of hours for the Family Crisis Center.

2) *No offers of help were turned down and all available resources were called upon.*

“Out of the box” thinking abounded. One media company provided much of the aerial photography data via their satellite which was then used by cartographers (working with high speed plotters on loan from local universities) to provide maps to the rescue workers. This same media company also became the channel to receive all information updates from the Command Center.

They in turn relayed the information to all the other media. This greatly assisted the Command Center and allowed rescue workers to focus on their tasks without having to worry about press conferences.

3) *The normal barriers that separate organizations came crashing down.*

Red tape was eliminated and all collaborated on what was needed. The local phone company provided proprietary information from their databases to the government to enable the work crews to proceed more safely in their rescue efforts.

4) *Centralization of key resources and managers may not be the best answer.*

For many organizations, their key decision-makers were all in NYC and involved in the chaos. They could not communicate with each other because of phone outages. Employees were stuck in massive traffic jams. Some companies had several, or all, key executives missing.

5) *Wireless and web technology delivered “payload” and proved themselves beyond the shadow of a doubt.*

These new technologies were crucial communication tools during this crisis. Despite the fact that the award winning site, www.nyc.gov, was housed at the WTC, the NYC Department of Information Technology was able to rapidly relocate the site. Technologists did a quick redesign which removed all information that a terrorist might find useful. They then began to disseminate all kinds of information which was needed by NYC residents such as maps of utility outages, family assistance, and road closures.

6) *Contingency planning and disaster preparedness can not be stressed enough.*

Plan, plan, plan!!! Role play different scenarios. Build relationships across organizations, across boundaries - they will be invaluable in a time of emergency.

It took many leaders at all levels of operations to accomplish what had to be done in New York. Some leaders had positional authority. Others were self-appointed and probably would not call themselves leaders. These individuals were ordinary people like you and me but they shined brightly amidst the smoke and debris.

One such light in the darkness was Leonard W. Hatton Jr., an FBI specialist in explosives and evidence recovery. As a bomb technician, he worked many of the security incidents which happened in recent years.

In 1998 he went to Africa to investigate the bombings of U.S. Embassies in Kenya and Tanzania



Leonard W. Hatton Jr.

by terrorists linked to Osama bin Laden. When the USS *Cole* was bombed in Yemen - he was on the job.

On the morning of Sept. 11, Lenny was on his way to his office in New York when he saw the flames at the WTC. He immediately altered his course to go there. He knew first-hand about terrorism and he knew his skills would be needed.

When he arrived at the WTC, he went to the roof of a nearby building, assessed the damage, and communicated the information to the FBI office in New York via cell phone.

When the second plane struck, he hurried to the WTC and evacuated several tourists safely off the roof and out of the building. As he left them, one survivor said to him “Where are you going?” and Lenny answered “Back into the building.” It was shortly after

Continued on page 16...

Weight Watchers at work

The next Weight Watchers program will start on Feb. 19. The program runs for 10 weeks and is held at the Broadway Complex, Bldg. 1 on the 6th floor in the FISC Comptroller Conference Room from 11:30 to 12:30 p.m., every Tuesday. Anyone who would like to come and see what it is all about for free, can visit the last two meetings to be held on Feb. 5 and 12.

If you do choose to participate in the 10-week class, the first meeting begins on Feb. 19. Participant's name and payment are needed by Feb. 12.

Cost for 10 week program is \$125. Cash, check or credit card is accepted. You can split the cost into two payments, the first check will be deposited after the first meeting and the second check will be deposited after the fourth meeting.

Please get prior supervisor approval. Call Maria Ray, 532-2135 or Dianne Boykin, 532-3202 for more information.

February is....



**African-American
History Month**

Just ask me What are your goals for 2002?

If you would like to answer a "Just ask me" question, call Kim Longstaff at 532-3673.

My goals are to help my daughter in school and to spend as much time with my family as possible before transferring back to sea duty.



SKC Tammie Gallagher
SIMA



Craig Boehringer
NAVSTA

My goal for 2002 is to become a better person and to foster a better working environment at the FISC Consolidated Mail Facility.

I plan on trying to help people in need in the best way that I can.



Jim Jackson
Pt. Loma



Fran Cardozo
Broadway

My goals are to concentrate more on my health and becoming a better person by working on my "character flaws." Also, I plan on becoming more attuned to what God wants for me in life.

My goal this year is to skydive!



Archelle Dean
NAVSTA



Pablo Santos
North Island

I plan to spend more time with my family and save as much money as possible for retirement.

Meet Maximus Di FISCus

By Lt. Tim Nicholls, Code 700
Photos by Kim Longstaff

In an attempt to find both a companion for the mid-watch and pest eradicator for the Point Loma Fuel Depot, Lt. Cmdr. Paul Amodio and I paid a visit in August to the San Diego Humane Society. Numerous other attempts to rid the pier of unwanted cranes and seagulls either blew away, deflated, malfunctioned or were just plain ineffective. Man's best friend seemed the only remaining choice.

The initial visit was expected just to be a reconnaissance mission to see what was available. But when we saw the black Labrador/Pointer puppy with white paws, chest, and collar, we figured he would be perfect.

Maximus Di FISCus, as we later named him, was sitting at attention in his cage with his sad puppy eyes, while his neighbors were trying to impress us with their attempts to bark and howl the loudest. So we chipped in our own money and for only \$96 we had ourselves a companion, guard dog, bird chaser, moral booster, and Fuel Depot mascot all in one shot.

The Humane Society was very helpful and informed us that he had all the requisite shots, had a full check up and was healthy and strong. They advised us that he was part Lab and part Pointer and that he was turned in because his previous owners were moving where pets were not allowed. The Shelter even agreed to come in for our Wednesday morning 'All Hands' training session and give the entire crew the knowledge to train and teach Max properly.

Max was well received by the Fuel Department personnel, and he took right to his new surroundings. He has a hand crafted doghouse that is kept outside of the Control House and he has free run of the pier. A normal day in Max's life is chasing seagulls off of the pier during the day and



Max - companion, guard dog, bird chaser, moral booster and Fuel Depot mascot all in one.



Max with one of his companions, Lt. Cmdr. Paul Amodio, FISC's Pt. Loma Fuel Director.



Max busy at work chasing birds.

making rounds of the fuel facility with the security patrol at night.

In November a Coast Guard Cutter that had been put on an extended deployment due to the 9/11 tragedy, pulled pier-side after nearly 35 straight days at sea. The seamen were tired and weary, yet the refueling went well. Later the USGC representative informed us that seeing and playing with Max on the pier really lifted their spirits as they headed out for their expanded duties.

Although the Humane Society informed us that Max was part Lab and Pointer, they forgot to tell us he is also part billy goat. Anything left around his doghouse is fair game. Work boots, leather gloves, clam shells and tree branches are all make fine chew toys as far as Max is concerned.

Where a canine mascot may not be appropriate for the office spaces of building 1 at the Broadway Complex, here at the Fuel Depot we have the opportunity and facilities to accommodate one. Max is a very social dog, and the more people around him, the more he likes it. So if you're in the area and would like to stop and visit the Fuel facility, Max would be more than happy to give you a tour of *his* Depot.

In the Spotlight...

Cmdr. Cliff Noe



Cmdr. Cliff Noe is the FISC director of Supply Chain Management. He was raised in Dallas, Texas, and Ft. Lauderdale, Fla. He received his associate's degree in history from Broward Community College, entering the U.S. Navy as an yeoman upon graduation. While assigned to Nuclear Power School during the late 1970s he completed his bachelor's degree in history/government through the Columbia College extension program at Naval Training Center, Orlando, Fla.

Noe received his commission from Officer Candidate School in November 1981. From there, he went to Athens, Ga., to attend the Supply Basic Qualification Course. His first tour was aboard the USS *Stark* (FFG 31) where he served as the disbursing officer, sales officer, food services officer, and the assistant administration officer.

From the *Stark*, he transferred to Naval Supply Corps School in Athens, Ga., where he served as a disbursing management instructor and command security officer. He went back to sea as the supply officer of USS *Vancouver* (LPD 2) in San Diego, Calif. He then went to the Defense General Supply Center Richmond, Va., where he was a weapons systems manager, eventually working with all four branches of the armed services.

Noe went back to sea as the assistant supply officer of USS *John F. Kennedy* (CV 67), where, in addition to his normal duties, he assisted in coordinating the ship's silver anniversary. Next he was transferred to Commander, Naval Surface Forces, U.S. Atlantic Fleet where he was the supply operations officer. He next moved down the street to Commander, Marine Forces, U.S. Atlantic Fleet where he was the deputy assistant chief of staff, aviation logistics department and naval aviation logistics liaison officer.

Noe's hobbies include musical community theater, singing, reading, gardening, various crafts, and golf.

Enterprise News Briefs

NAVICP signed a five-year contract valued at \$27.1 million on for the development and maintenance of an A.W. Chesterton Company e-commerce marketplace. The NAVICP contract provides customer access to over 8,000 National Stock Numbers and part numbers from the A.W. Chesterton product line. As part of this contract, A.W. Chesterton has developed a Web site that allows the customer to search the product line by nomenclature, part number, National Stock Number, and other criteria. For more information, contact Gina Gilliam at gina_gilliam@icpphil.navy.mil.

NEXCOM, MWR and AT&T created a better deal for deployed Sailors during the recent holiday season. Sailors aboard ships equipped with Afloat Personal Telecommunications Systems were able to call home for just one cent per minute Dec. 23 and 24. For more information, contact Kristine Sturkie at kristine_sturkie@nexnet.navy.mil.

FOSSAC Price Fighter Department in Norfolk, Va., satisfactorily completed its certification audit and was recognized as an International Organization for Standardization (ISO) 9001:2000 - compliant organization. The ISO is a widely recognized standard of quality throughout the manufacturing and service communities. For more information, contact PJ Humphries at patti_j_humphries@fossac.navy.mil.

RADM Daniel Stone, Deputy Chief of Staff for Logistics, Fleet Supply and Ordnance, Commander in Chief, US Pacific Fleet, was the guest speaker at a ribbon-cutting ceremony marking the recent opening of **FISC Pearl Harbor's** Material Processing Center. The MPC is a key element of an initiative to move shipboard workload ashore. MPC services include receiving, debulking, detrashing, sorting, temporary stowage, repackaging, and freight forwarding of Navy and vendor material. The MPC also provides a tracking system that provides ship supply officers with immediate visibility of all material handled by the MPC. For more information, contact James Murray at james_e_murray@pearl.fisc.navy.mil.

NAVSUP headquarters has combined its Civilian Workforce Planning Office and Corporate Management Department (Code NAVSUP03). **Steve Slocomb** is the Deputy Commander for the newly combined organization. This initiative will improve day-to-day personnel operations, as well as give greater muscle to enterprise-wide civilian planning efforts. Centralizing similar functions into one area will pool resources and provide the corporation with a single focal point for personnel matters.

Congratulations to all!

10 YEAR AWARD RECIPIENTS

Melissa Combs, Lee Johnson, Patrick Perez and Darlene Shaw.

15 YEAR AWARD RECIPIENTS

Susana Arca, Tracey Clayton, Octavia Fulgham, Raymond Inocentes, Jannie Johnson, Edilberto Napalan, Connie Oshefsky, Ruta Salanoa, Dennis Vallefucio, Marcella Webber and Tziva Wollner.

20 YEAR AWARD RECIPIENTS

Monet Bernhardt, Leonard Cordova, Carol Delgado, Helen Gawrilow, Kenneth Grant, Cynthia Hedges, Emilio Hernandez, Linda Huertas, Gerald Lindsay, Theresa Lord, Sara Malec, Ada Payne, Patrick Smith, Aurora Vargas and Flordeliza Zaragoza.

25 YEAR AWARD RECIPIENTS

Lynn Alexander, Sandra Allen, Michelle Beltran, Willie Canonizado, Aver Connor, Gail Cook, William Cording Jr., Ray Crayton Sr., Nancy Diaz, Arturo Galang, Thomas Greve, Stephen Hartney, Renand Imperial, Roy Johnson, Robert Kolleck, Ricky Logier, Stanley Minor, Manuel Ochotorena Jr., Rudy Perez, Ruthie Roysterwilkins, Geraldine Thornton, John Utley, Terry Williams and Ernest Wright.

30 YEAR AWARD RECIPIENTS

Luis DeLafuente, Glenda Devaney, Ruben Gener, Lois Gilmore, Martin Hepler, Marino Lagamayo, Gerald Miller, Nilo Okialda, Alfredo Santera and Michael Stames.

35 YEAR AWARD RECIPIENTS

Sanders Billedo, Robert Douglas, Robert Lewis Jr., Virgilio Palisoc, Virgilio Rafael, Leonard Ramirez and David Wilson

40 YEAR AWARD RECIPIENTS

Joel Cudal, Pablo Santos, Mary Ellen Tejeda and Noel Traversie.



Photo by Kim Longstaff

Bravo Zulu FISC NADEP Site...

A Bravo Zulu Workplace Celebration was recently held to recognize the FISC SD NADEP Site for its ISO 9000 certification, ERP development, "G" Condition efforts and continued outstanding support to our customers. As part of the celebration, FISC's commanding officer, Capt. Ray Berube, presented the NADEP Site with the Star Trophy that FISC received for being one of the best companies to work for in San Diego.

Sailors of the Quarter

The following personnel were selected for Sailor of the Quarter (October - December) 2001:

Senior Sailor of the Quarter

SK1(SW) Rollin M. Peoples

Junior Sailor of the Quarter

SK2(SW) Jason E. Thomas

To all CMF employees:

Many of us spend more time with the people we work with than with anyone else, including family. How many of us take the time to express thanks to employees and colleagues for a job well done? The day-to-day routine often gets the better of us, and we take others for granted. The New Year is upon us. I want to let you all know how much I appreciate the hard work you do for the command and me. I am truly blessed to be part of an organization with such fine, professional people as you.

Richard L. Whitmore, Code 071

Letters of Appreciation

Theresa Lord for support to the USS *Decatur* (DDG 73) in all aspects of logistics support.

Mary O'Brien and William Archambeault for outstanding contracting support to the U.S. Navy Seabees in helping them to achieve their modernization and readiness goals.

Retirements

Delfin Merlan, James Hamblin, Primo Paderanga, Donna Deslatte, Robert Trutter and Steve Anderson.

Bravo Zulu

Bill Cording for his brief on the Logistics Support Center/Material Processing Center to visiting Supply Corps officers.

Emmanuel Rosales for support provided to the USS *Bonhomme Richard* (LHD 6).

The Back Page

In remembrance of a hero...

Continued from page 11

this that the building he had entered collapsed and Lenny perished.

Lenny started his career as a Marine and served in an Amphib unit and later as a Military Policeman at Camp Pendleton. After he was discharged, he immediately went to work for the FBI. He was a volunteer fireman in the town of Ridgefield Park, N.J., where he grew up. He was the father of four children, the oldest disabled. He was a husband. He was a public servant of the finest caliber that calls us all to renew our dedication to the service of others.

As the tragedies of Sept. 11 unfolded, the country mourned. I could not bear to see it over and over again so I turned my television off, and left it off. But the day my parents called me and told me Lenny was there, the tragedy became personal. You see Leonard Hatton was my cousin Joanne's husband.

When I first moved to California, I had lived with Joanne and Lenny and their two oldest children. I had spent many hours in his company and he was a great guy. He was one of those people who never bragged, he just did his job. He was a loving husband and a wonderful dad.

While I was in New York City, I had the opportunity to visit my cousin Joanne. She told me that prior to Sept. 11, Lenny had been soul searching - wondering if he "had made a difference."

When they held Lenny's funeral, the little town in New Jersey closed down. There were more than 2,000

By Darlene Shaw

There are many changes happening to the FISC web sites. Some are very visible and some are not. Let's start with the noticeable ones.

On the FISC Intranet, a new tab has been added called "News." This is a great addition because it allows the users to easily find the current news articles and to also look up older articles they need for reference.

Another tab, "Human Resources," has been shortened to "HRO" to allow space for more tabs. (The contents of this page have not changed.)

A new tab will be premiering within the next few months, "Military." This page will focus on content of interest to and about our military members.

A major change to both the public and the private sites is the switch to the new NAVSUP logo. Our webmasters and PAO staff did a great job of blending the old design with the new.

Also, a new section has been added to the Library page which is titled "Logos" and links to all the usage information and downloadable graphic files for the new logo.

Our Intranet Training section is currently "under renovation" to simplify its design and navigation. This section is being used to prototype our new content management application, RedDot.

mourners in attendance at his funeral.

Letters and gifts have poured in to his family from all over the world - many from people whose lives Lenny had touched. During his career, he received 30 letters of commendation and awards for his outstanding work. Posthumously, he was awarded two medals for bravery.

I have attempted to share some of the stories that resulted from the

Web Corner

When fully implemented, this system will allow content to be changed, added, and deleted with great speed. The learning curve will be minimized for new Content Coordinators and our webmasters will be freed from many maintenance tasks to allow them more time for development of enhancements.

A not so visible change that is underway is the assessment of FISC

web site content. Some of our content will be migrating to the NAVSUP One Touch

Support portal site. Some content may then disappear from our current sites. Some content may appear on more than one of the sites. Some content may appear on all the sites. Sound confusing? - Well, it is!

Lastly, a survey will be coming your way soon on the subject of the Intranet. It's been a while since employees' opinions have been actively sought and we want to get your feedback.

The survey will be online at the Intranet site and will also be distributed in hard copy. We look forward to hearing from you - we want to make the Intranet as useful a tool for employees as we can.

Don't forget - you can always send us feedback about the web sites by using the "Comments/Questions" button at the bottom of the Intranet page or the "Contact Us" button on the public web.

