



the Network

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Creating a single NAVSUP enterprise

By Sidnia B. Etherington
Executive Director, FISC Norfolk

Most of us would agree that great companies, great teams, great organizations are great because they act as ONE entity. They are great because they are able to direct every dollar, every hour, and every resource on their main focus. They act as ONE company, ONE team or ONE organization, no matter how many people, sites or products are involved. They act as a single enterprise.

The Naval Supply Systems Command (NAVSUP) is a single claimant composed of 14 different activities. Every employee of these 14 activities is a member of the Navy Supply Team whether we are civilians or military. As a matter of fact, this Navy Supply Team actually consists of more than 65,000 direct personnel, including the 25,000 civilian employees at the 14 activities, 40,000 military supply personnel, both active and reserve, stationed all over, and all contractor support personnel working in support of supply operations. This is a huge team or enterprise.

In order for the Navy Supply Team to achieve our goal or focus of "providing responsive customer-centric support that is fully integrated among our claimancy commands and seamlessly delivered from a single customer interaction," we must act as a Single Enterprise. We must not act as 14 stand-alone, "solely-owned and operated" subsidiaries of a major corporation. We must all rally behind and support the common goal of the Naval Supply Systems Command.

In order to do this, NAVSUP has been actively engaged in creating a value proposition for the Navy Team and a single brand or logo for the

members of this team. The value proposition would, in a very few words, communicate to our customers and our employees our unified focus and message. This statement would be a statement that is motivating, moving, original and true in describing the excellent products and services we provide. This unique value proposition is being developed with input from our customers. When deployed it will have been market tested.

Our sister Systems command, the Naval Sea Systems Command (NAVSEA) has already taken this Single Enterprise approach and has adopted a single logo to represent every activity in the NAVSEA claimancy. Every badge, every name tag, and every sign displays this common logo so that all customers, as well as all NAVSEA employees, understand when they engage any member of the NAVSEA team, they are getting the strength and value of a huge, powerful, focused organization, dedicated to providing their customers excellent products and services.

This is NAVSUP's goal. We will very soon be introduced to our common logo and value proposition. Along with the logo and value proposition, we will create a new style guide, communication plan and performance metrics to ensure we have "gotten it right."

This Single Enterprise approach will strength our ability to focus on our "main thing," providing Navy, Marine Corps, and Allied Forces quality supplies and services. It will provide the mechanism for the Navy Supply Team to more effectively and efficiently provide these products and services.

So the next time you see the Nike logo, the "swoosh," and their value proposition, "Just Do It," just think... soon we will have our NAVSUP logo and slogan that will identify and unify the Navy Supply Team as "the customer's choice for value products and services." The suspense is killing me, but we should know the results of the research in August, so the wait will soon be over and we can begin to live and wear it proudly.



Photo by Rod Rodriguez

Reverse auction held

Pam Thom, Brian O'Donnell, Paul Clingerman, Nicole Hunga and other Regional Contracts Department employees monitor FISC San Diego's first online Procuri Reverse Auction held on June 15. During this real-time anonymous competition, pre-selected offerors bid on fluorescent light bulbs for the Navy via the Internet. The post-auction low bid was 16 percent lower than the pre-auction low bid, resulting in savings to taxpayers of almost \$6,000.

On June 14, I had the pleasure of speaking at the Roosevelt Junior High School promotion ceremony. I had a great time! Also, on behalf of the civilian and military personnel of FISC San Diego, I presented 18 \$100 savings bonds to students who had maintained a grade point average of 3.5 or better during their three years at RJHS. I can't begin to tell you how much the students and school administration appreciate your involvement in our partnership for education. It means a lot to everyone involved.

Next year will be Roosevelt Junior High School's 80th anniversary. That just happens to coincide with FISC San Diego's 80th anniversary. We plan to see what kind of joint celebrations we can have. This is a great opportunity for those of you who have not been involved in our partnership for educa-

tion to become involved. It's a great experience for all.

Congratulations to our Contracting Department for successfully conducting our first two reverse auctions. They were a big success. Special thanks go to Brian O'Donnell and Nicole Hunga for coordinating those successful auctions.

Congratulations also go to our FISC SIMA Site for being named FISC San Diego's "Shinning Star" organization for the month of June. This was our first recognition ceremony for groups within FISC that do particularly outstanding work. As part of the ceremony, the ESC meets with the winning group for cake and refreshments, and the presentation of the "Shinning Star" award which the group can maintain in their workspace for the month. SIMA Site was a great choice for our first award. Their money saving initiatives and fantastic proactive customer service has really impressed our partners at SIMA. Keep up the great work...Well Done!!



Capt. Bill Barnes

As we enter the summer holiday/vacation time of the year, please be extra careful in your activities and on the highways. People are our most important and valuable asset, so take the extra time to be safe in all you do. Don't forget to mark your calendar... Sept. 7 is Change of Command on the Broadway Pier. You're all invited.

WABarnes

The Network

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

Commanding Officer

Capt. William A. Barnes

Executive Officer

Capt. Robert J. Ritchie

Public Affairs Director

Nannette Davis

Deputy Public Affairs Director/Editor

Kim Bryant

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Visit our web site at www.sd.fisc.navy.mil.

Did you know... Traditions of the Navy

"Blue Monday" This expression came into use as early as the 18th century when it was a custom aboard ship to log a man's misdeeds daily as they were committed. The culprits were all flogged weekly, on Monday.

"Ditty Box" (or ditty bag) in which

Sailors used to keep small personal items, was first known as the "ditto box" because a man was supposed to have two of everything - spools of thread, needles, buttons, etc.

"Blasphemy" can hurt. Blasphemy, an obscene and profane language, is not the mark of a true Sailor. In Queen Elizabeth's reign, blasphemy was punished by burning the offender's tongue with a hot iron.

The Chief of Naval Operations (CNO) has prioritized his top five initiatives as Manpower, Current Readiness, Future Readiness, Quality of Service, and Alignment. The Navy Supply Team plays a major role in supporting these efforts.

We are reshaping and renewing our workforce to ensure we meet the future needs of the Navy. Efforts to improve the retention and job satisfaction levels for our military personnel are underway. We offer and participate in a variety of training and developmental opportunities such as Navy-sponsored post-graduate education, attendance at war colleges and our internship programs. Through education, mentoring and counseling, we provide our people the opportunities available to succeed in their careers.

With the increased priority placed on funding for current readiness, we are correcting long-standing shortfalls of Navy-managed spare parts. As the Navy's Supply Chain manager, we are teaming with our partners to improve readiness and reduce total ownership costs. We are partnering with the Defense Logistics Agency in a joint consumable strategy that will enhance our ability to support improvements in naval aviation readiness.

With regard to future readiness, NAVSUP is working with the program offices responsible for replacing the Navy's aging platforms and weapon systems. Our logistics specialists are integrated into all of the proposed future ship and aviation platforms to ensure logistics support is addressed up-front in order to minimize downstream support problems and improve overall life cycle costs for the Navy.

Finally, our effort in Performance Based Logistics is transforming our business from "managing supplies" to "managing suppliers" and is paying big dividends in supply availability and life cycle cost.

NAVSUP is balancing Quality of

Service with a combination of Quality of Life and Quality of Work initiatives. NAVSUP manages a number of programs that directly impact our people. Some of our efforts include improving uniform quality, creating new food service initiatives, enhancing nutritional training and improving the quality of our Navy exchanges and lodges. We are dedicated to our employees and to their development, participation and recognition.

Using our Climate Surveys, NAVSUP periodically polls our workforce to discern how they feel about specific topics, such as their work environment, physical environment, communication, and career opportunities. From the concerns addressed in the surveys, we develop and implement the action plans creating a better Quality of Life for our people. Some of our civilian programs include the Corporate Management Development Program, centrally funded tuition assistance programs and Distance Learning.

We are pursuing a single enterprise concept. (*See article on front page*) Together we are aligning the Navy Supply Team into a single corporate entity tied together by a common vision, purpose, goals and strategic objectives. We are dedicated to keeping our people and organization focused on the customer in the midst of change.

NAVSUP has moved out with a broad range of One-Touch Supply solutions to connect our customers to a myriad of services. Our One Touch Support System enables our customers to use the Internet to access the traditional supply system.

NAVSUP, in partnership with the Naval Air Systems Command, has joined forces on an Enterprise Resource Planning project to streamline operations and improve business processes. We are also partnering with the Naval Sea Systems Command to integrate our



Rear Adm. Keith Lippert

efforts on the Maritime (afloat and ashore) supply solution.

Finally, we are heading up a new Department of the Navy Electronic Business Office to guide the infusion of eBusiness technologies into a wide range of vital Navy and Marine Corps business processes.

Every day and everywhere, the Navy Supply Team is working to align our organization, systems and business processes to better support the Fleet. Together we will ensure we are working at our peak to provide an exceptional level of support to our 21st century Navy.

Editor's note: Rear Adm. Keith Lippert, Commander, Naval Supply Systems Command and Chief of the Supply Corps will be relieved on July 11 by Rear Adm. Justin McCarthy. Lippert has been selected for a third star and will become Commander, Defense Logistics Agency.

Payroll update

This a reminder that TSP information no longer appears on your LES, block 22. The information can be obtained from the TSP web site at www.tsp.gov.

Supply Chain Management

FISC holds successful Site Directors' Conference

The semi-annual Supply Chain Management Site Directors' Conference was held on May 1-3 at the Admiral Kidd Club. Site Directors, key representatives from each FISC site and department, and customers attended the conference. Participants heard about the latest programs and projects being worked on, discussed and shared information of mutual interest, and became acquainted with other site directors and operations.

In his opening remarks, Captain Barnes recognized the accomplishments of Storekeeper 1st Class Melinda Garcia (SIMA site). He also spoke of the challenges of A-76 competitions, noting that the Navy won five of six FISC San Diego functional competitions completed to date. He reported that two new A-76 studies have begun on Retail Supply and the Navy Integrated Call Center (NICC).

NAVSUP, FMSO, DLA and FISC San Diego personnel provided informative briefs on a variety of topics. All presentations are available on the Intranet/Library home page/Local Documents/May 2001 Site Directors' Documents link.

FISC will continue to focus on people, training and improving the readiness of our Air Station customers, as well as the quality and levels of service to our partner sites.

The next Site Directors' Conference will be held in November 2001. Look for conference information in the coming months on the FISC San Diego web site at www.sd.fisc.navy.mil.



Lt. Cmdr. Tom Simcik and AKCS Brian Poole of NAF Washington.



Ron Ronquillo, Lt. Fred Dini and CWO2 Mike Dion, all of FISC Broadway.



Sgt. Tessie Madero and Staff Sgt. Nicholas Deabreau of ANGB Stewart.



Marci Singel and Margit Austin, both of FISC Broadway.



Attendees at the conference.

Special thanks... to those who worked so hard on this year's conference.... Phuong Hua, Darlene Shaw and Ensign Shawn Stebbins for developing the Site Directors' Conference web site...you made it a reality! To all the presenters...your topics were informative and well received! And to the "behind the scenes" personnel who brought it all together...Jean Soderberg, Sylvia Carcamo, Rommell Cooper, Ensign Sharon Young, Paul Stuhler, Tim Higdon and Fred Trokie. Thanks for a job "Well Done!"

Broadway complex parking

Employees who are retiring, resigning, relocating, or who no longer have a use for their assigned 'dedicated' parking spaces, must surrender their parking permit to the CNRSW Broadway Security Office, just off the Lobby in B-1. Do not pass the permit on to someone else. It is not permitted to keep the parking permit if you switch your primary workstation from Broadway to another local installation. This typically will involve employees at the GS-12 and above level. The demand for these spaces exceeds the number available.

Employees utilizing the 'Open Parking' spaces, past the green line near the end of B-8, are to park only in those spaces and not relocate to what may appear to be vacant parking stalls in other places within the Compound. Illegal parking is subject to towing at the owner's expense.

Ensure your visitor's are parking in the Open Parking area and are not parking in other areas of the Compound unless that has been coordinated with the Broadway CNRSW Security Staff.

An employee who is going on vacation may let another employee use their dedicated parking space until their return. To do this, you must provide a memo to the CNRSW Security Office, identifying the dates the temporary parking is permitted, the name of the employee who will occupy the space, and appropriate phone numbers. A copy of the memo should be placed on the dash after an endorsement has been added to the memo by Security. This will help to identify the driver should there be an emergency or a need to have the vehicle moved.

For more information, contact Denise Johnson at 532-3049.

Just ask me

What hobbies do you have to help you relax?

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

For relaxation, I like to write and I'm learning how to take digital photos. I also enjoy spending time with my 9-year-old daughter.



**Rose Krueger
SIMA**



**Lt. Mike Apriceno
Broadway**

Golf is my hobby, however, it's not always relaxing. I also like to fly airplanes for relaxation.

One of my favorite hobbies is to go to the desert with my kids to camp and ride ATVs.



**Patrick Walsh
NAVSTA**



**Margaret Lovato
Point Loma**

I enjoy walking on the beach with a cool refreshment to help me relax.

"Though not actually a hobby, I relax by socializing on the weekends with my club members, a cold brew and a good game of pool!"



**Cynthia Schilling
Broadway**



**YN1 (SW/AW)
Stan Mitchum
SIMA**

I like to lift weights and play football to help me relax. I also enjoy detailing cars for relaxation.

Off-limits areas to military personnel

The Commander, Navy Region Southwest released a message in May which designated off-limits locations and provided liberty safety information for the San Diego/Mexican border area. Violation of this lawful general order by U.S. military personnel is punishable in accordance with Article 92 of the Uniform Code of Military Justice (UCMJ).

The following establishments and locations are off-limits to all military personnel at all times. All are located in San Diego unless otherwise indicated.

- 4 Advanced Services of San Diego, 849 4th Ave.
- 4 Midnight Adult Book Store, 3606 Midway Dr.
- 4 Base Liquor/adjointing parking lot, 3201 National Ave.
- 4 Club Mustang, 2200 University Ave.
- 4 Club San Diego, 3955 Fourth St.
- 4 Dream Crystal, 1536 Highland Ave., National City
- 4 Get It On Shoppe, 3219 Mission Blvd.
- 4 Main Street Motel, 3494 Main St.
- 4 Vulcan Baths, 805 West Cedar St.

Additionally, the parking lot at South Mission Beach Park denominated 600 San Diego Place (to include the sidewalk, grass and beach areas immediately adjacent to the parking lot) is off limits to military personnel on Sundays between the hours of noon to 10 p.m., from May 1 to Oct. 1, each year.

A sunset to sunrise curfew continues in effect for Otay Mesa, the undeveloped property in South San Diego bordered on the west by interstate 805, on the south by state highway 905 and Otay Mesa Rd., on the north by Otay Valley Rd., and on the east by Otay Valley and Heritage Rds. This curfew does not apply while traveling to, from, or remaining at any

private residence or licensed business within this area. A sunset to sunrise curfew is also in effect for Willie Henderson Park / San Diego City Park at 45th St. and Logan Ave.

Navy personnel are reminded the external perimeter area of Naval Station San Diego remains a potentially dangerous location, especially during darkness. The best protection against this risk is the exercise of good judgment, lawful behavior, the buddy system, and sobriety.

Many trolley stations become potentially dangerous after hours, especially the station at San Ysidro. Personnel who use trolley services are strongly encouraged to know the hours of operation.

Service members should exercise caution in Tijuana, especially late at night. The majority of those victimized in Tijuana are individuals who become intoxicated and separated from friends during late night hours, reconfirming the importance of judgment, lawful behavior, the buddy system, and sobriety.

There is no Status of Forces Agreement (SOFA) with Mexico. Your U.S. military status gives you no special rights or protections beyond that of an ordinary tourist who may be arrested for criminal misconduct or who may be involved in a traffic accident. When driving private vehicles into Mexico, obtaining Mexican automobile insurance coverage is strongly recommended. Without proof of Mexican insurance, persons involved in traffic accidents may be held indefinitely until issues of criminal and civil liability are resolved.

Those who use Tijuana automated teller machines (ATMs), especially at night, are often targeted as victims of robbery, assault or extortion.

To minimize the possibility that U.S. military personnel may be singled-out, military uniforms should not be worn on liberty in Mexico. All liberty

incidents occurring in Mexico should be reported to the Border Shore Patrol (BSP) immediately, especially incidents involving allegations of extortion or assault by Mexican police or uniformed private security personnel (such as club bouncers). You should not resist arrest or attempt to "settle" disputes by offering or giving money directly to police. Payment of money should only be done before a proper court official.

The BSP is located on the ground floor of the Customs building on the U.S. side of the San Ysidro border crossing. The telephone number from the U.S. is (619) 428-2427 or 428-1318. If calling from Mexico, use the long distance operator who will then make the connection to the BSP. Collect calls will be accepted.

The BSP makes frequent visits to all Tijuana area jails. If arrested by Mexican authorities, you should immediately identify yourself and cooperate. Most Tijuana jails will allow U.S. military personnel to call the BSP.

In addition to the BSP, employees of the U.S. Consulate in Tijuana, the Immigration and Naturalization Service, U.S. Customs Service, and the U.S. Border Patrol are prepared to assist you.

Your professional record online

Navy service members, you now have immediate access to your professional record and can verify your information online! Review your last EVAL or FITREP, compare previous ratings, and see where you need help or improvement. Check out this fully functional and updated web site at <http://www.staynavy.navy.mil/>.

STA-21 improves Sailors' career opportunities

By CNET Public Affairs

The new officer accession program, Seaman to Admiral-21 (STA-21), is making it easier than ever for Sailors to make the transition from enlisted to officer while earning college degrees. The program eliminates the inequities between commissioning pipelines. Previous officer programs varied greatly in the amount of pay and educational benefits available to Sailors.

STA-21 streamlines the application process by consolidating eight of 14 commissioning paths by using a single application. There is one application deadline and one selection board. Under STA-21, Sailors remain in an active-duty status while participating; they draw full pay, allowances, and benefits; and receive an education voucher valued at up to \$10,000 per year for tuition, fees, and book costs.

STA-21 is structured to produce 490 officers annually, which is comparable to the number of Sailors commissioned through the eight former commissioning paths it replaces. Participants in the new program will

attend Naval Reserve Officers Training Corps (NROTC)-affiliated colleges or universities after gaining admission.

College preparation courses and officer indoctrination programs tailored to Sailors' needs are incorporated into this pipeline. The Naval Science Institute begins transforming enlisted personnel to officers in an eight-week program that provides professional courses and reduces the college workload by 18 hours — allowing Sailors to graduate and return to the fleet as officers, one semester early.

When used in conjunction with credits received from the Navy College Program, the STA-21 program can dramatically reduce the time necessary to earn a degree and a Navy commission. The selection board will evaluate the background of STA-21 selectees and identify those who will benefit from a college preparatory program to attend the new Broadened Opportunity for Officer Selection and Training school in Newport, R.I., for a three-to six-month individualized remediation program.

The STA-21 program was created to place a college degree and enhanced

career opportunities within reach of today's Sailors.

STA-21 combines the following eight former commissioning paths: NROTC two-year, four-year, and Nurse option; Enlisted Commissioning Program Basic, Aviation option, Nuclear option and Civil Engineer Corps option; and the original Seaman to Admiral program.

For more information on the STA-21 program, go to www.sta-21.navy.mil; see NAVADMIN 128/01; or call (850) 452-4967 (DSN 922), extension 313 or 337, or 1-800-NAV-ROTC; or by e-mail to sta21@cnet.navy.mil.

Navy E-Learning web sites now available

The Chief of Naval Education and Training (CNET) has announced the official opening of "Navy E-Learning," the next generation of distributed learning technology.

At the Navy E-Learning web sites www.navylearning.com or www.navylearning.navy.mil, Sailors now have greater access to Navy and Department of Defense training and education courses, as well as video teletraining course catalogs links to other education, training and professional development information. The site also offers a cyber café and access to newspapers from around the world.

This program is available at no cost to all Department of the Navy personnel and their families enrolled in Defense Enrollment Eligibility Reporting System (DEERS). This includes active duty, Reserve members, civil service employees and active duty family members.

For more information about E-Learning, go to the Newsstand on the FISC San Diego Intranet homepage and see the full CNET article posted under the FISC-SD Military News section.

Sailors and students...

FISC SIMA site Sailors participated in a Multicultural Festival at FISC's 'Partnership in Education' school, Roosevelt Junior High, on May 18. FISC provided 30 gallons of ice cream for the more than 500 RJHS parents and students in attendance. Left to right: SK2 Maria Hernandez, SK2 Marcey Britt, MM2 Art Delgado, SK1 Denise De Pozo, and SK2 Mario Siqueiros. Not shown are: YN1 Stan Mitchum, SKC William Vitalich, MM2 Artemio Delgado, SK1 Melinda Garcia, SK1 LeeHondo Moore, SK2 Melvin Calimag, and SK1 Herminigildo Fairbanks.



Official U.S. Navy Photo

CMDP 1 students speak out about CMDP and distance learning

By Gina Napoli, Civilian Workforce Planning Office (CWPO)

Members of the Corporate Management Development Program (CMDP) are an elite few. Only 72 NAVSUP claimancy employees are currently enrolled in this rigorous program. This year's CMDP program is more demanding than it has been in years past. The requirements have increased, as well as the length of time required to complete the coursework. In addition, the required college courses are being administered via the internet. This is a whole new ballgame for most of the non-traditional students in the federal service.

CMDP I students Renee Tambellini, Janet Brunson, Liz Lewis, Marci Singel, Gene Hepler, and LisaRae Glessner have all proactively voiced their admiration for the program.

Their admiration carries even more weight considering that for most of the students, this is their first crack at distance education. "Distance education requires more self-discipline," says LisaRae Glessner of the Navy Fleet Material Support Office, Mechanicsburg, Pa. "I carry my textbook with me practically everywhere. Five minutes here and there adds up." Now that's dedication!

Liz Lewis of FISC Norfolk admits that distance education was a bit overwhelming at first. However, with her impressive background in procurement, her recent MBA achievement, and her efforts in providing contract policy/guidance, oversight, and training, she is pretty confident in her ability to conquer CMDP, too. "It's missing the human touch," she states, "but it's still a good developmental program."

One of the best things about distance learning is the flexibility it offers CMDP students. For Janet Brunson of Puget Sound, she is "especially happy about the easy

access and mobility of my portable classroom that supports me 24-hours a day, year-round." Gene Hepler of FISC San Diego, likes the flexibility of time. "I don't have to be in class for three or four hours straight."

Marci Singel, also of FISC San Diego adds, "I could not think of a more effective way to learn about the e-environment than using it for the course work." Singel earned her bachelor's degree last year at age 36. Renee Tambellini, logistics support officer for FISC Jacksonville Detachment Ingleside, Texas, says, "Thanks to the flexibility of distance education, I never miss a class while on travel!"

Tambellini was most enthusiastic about the networking aspect of the course work. "I thought it would just be independent classes on CD-ROMs. The networking with other CMDP students has far exceeded my expectations. I didn't know I would meet so many outstanding people so quickly."

Brunson has made acquaintances and built a network of professional people she would not have otherwise made through a traditional classroom setup. She now has the opportunity to "interact with people from different walks of life no matter what the geographic location."

The CMDP program has also spurned some individual development. Hepler has been reading and exploring the dynamics of eCommerce, analyzing what he has learned in terms of applying it to boost FISC San Diego's business growth.

The CMDP staff has worked hard to ensure the success of this year's program. "Dave [Lewis], Janet [Rich], and Sandra [Deaver] have just done a fabulous job. The program would not have been the same without those caring folks," says Tambellini.

Each of the CMDP participants interviewed has goals in mind for after they complete the CMDP program. All

would like to advance academically and professionally. Singel would like to be accepted into CMDP II. She would also like to use her degree in Business/Marketing and the graduate program in eCommerce in order to transition into the Marketing/eBusiness area within the NAVSUP claimancy.

Liz Lewis would like to be more marketable and to become an active participant in current e-Commerce initiatives.

Brunson is going to use her skills gained in the eCommerce curriculum to effectively contribute to the NAVSUP/FISCs e-portal effort, transitioning the contracting processes to an eCommerce marketplace environment.

Hepler plans to start a Ph.D. program, and to be assigned to his eBusiness section at NAVSUP or FISC San Diego Business Office.

Glessner would like to be a project officer. Tambellini may just find herself being a full-time spokesperson for CMDP.

Whatever the particular goals of these participants, the goal is to excel. Liz Lewis profoundly said, "If the recognition is there claimancy-wide and opportunities presented, I feel that members of the CMDP program will make outstanding leaders for the 21st century."

Editor's Note: Applications for CMDP this year are due to NAVSUP by July 31. Endorsement process date for FISC San Diego will be announced soon. The CMDP includes two tracks: CMDP I is open to employees in grades GS-11 and 12; and CMDP II is open to GS-13s who have completed CMDP I and to other claimancy employees who were permanent GS-13s as of July 31, 2000. Talk with your supervisor if you are interested in applying for this program. More information on CMDP is available on the FISC Intranet home page.

Knowledge management training

By Darlene Shaw, Code 40

As some of you may remember from a previous *Network* article, the Command planned to hold Knowledge Management (KM) training for all supervisors in the spring. Well, I'm pleased to report that this was accomplished in late May and early June when three KM classes for supervisors were held at San Diego State's Gateway Center. An additional training class was held at Seal Beach for supervisors located at FISC sites in the Los Angeles area. Each was attended by a diverse mix of FISC supervisors which led to interesting perspectives and discussions.

The training was presented by Alden Salcedo, a consultant and former military member of the FISC family. We are fortunate to have found such a trainer - one with organizational knowledge, lots of supply experience, and a viable social network with our

employees. He did a great job training and received an overwhelming positive response from participants.

The curriculum for this half-day training session included the following topics: a definition of KM; why KM is important to us; how to prepare for KM; how to get support for KM from employees; and where to get help with KM.

Each class broke into groups for case study work and completed KM surveys. The survey responses will be collated and added to the Command's knowledge about possible KM needs and initiatives.

With the supervisory training successfully completed, the next goal is to offer introductory KM training for FISC employees, with the objective of training all employees over the next year.

I'm getting very excited with our Command's progress and I hope you are too....working together we're going to accomplish some great things!!!

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 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.

Materials for review should be submitted to the FISC San Diego Public Affairs Office (Code 005, building 1, 3rd floor).

Materials 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 532-1442 or the e-mail address above.



Meet Patti Malveaux...

Occupation: Office Automation, Admin Services Division (Code 74).

Birthplace: Panama

I graduated from: Poway High School.

What brought me into civil service: my parents worked in civil service and back then it was considered a job with stability.

Hobbies: reading, word searches, cooking, bike riding and skating.

Nobody knows I am: "gadget lover."

Pet peeve: when things aren't put back where they were found.

If I could I would: volunteer more time to my children's school and work towards changing some family laws that would make things easier in their lives.

Secret to success: always be kind and treat people with respect.

If I could do it over, I'd: have started my Thrift Saving Plan at the beginning of my civil service career.

I'd give anything to have met: Princess Diana, Harriet Tubman and Mary McLeod Bethune.

Favorite quote, motto or phrase: "Always try to do your best."

I wish I could stop: trying to organize everything and learn to let some things go.

The one thing I like best about myself: is that I have a friendly personality.

I am most proud of: my children. Their genuine comments and concerns about everyone and the world around them shows you that they have the biggest hearts.

In the Spotlight...

Lt. Fred Dini



Lt. Fred Dini is assigned as the Navy Acquisition

Contracting Officer (NACO) Contracting Intern at the FISC Broadway site, bldg. 1.

Dini was raised in Roslyn, Pa., a suburb of Philadelphia. He began his Naval career in the NROTC program at the University of Notre Dame in 1991. After graduating in 1995 with a bachelor's degree in communications with a concentration in film production, he attended the Supply Officer Basic Qualification Course in Athens, Ga.

Upon completion in 1996, he was assigned as ships store officer on USS *Simon Lake* (AS 33), homeported in La Maddalena, Italy. During this tour, he also headed the HAZMAT, Quality Assurance and Stores divisions. In 1999, he cross-decked to USS *Emory S. Land* (AS 39) when it relieved *Simon Lake* as the new submarine tender in the Med, thereby spending even more time on the island paradise. There, he served as the HAZMAT coordinator and stores officer and qualified as a surface warfare officer.

Dini and his wife, Mari, have two daughters, Federica and Giulia, and they reside in Rancho Penasquitos. Some of Dini's favorite activities are woodworking, videotaping the baby and teaching her the Notre Dame fight song, and spending time with his family at the "casa."

Enterprise News Briefs

Rear Adm. Michael E. Finley, commander of the **Naval Inventory Control Point, Philadelphia** has been selected for promotion to the two-star rank of Rear Adm. (Upper Half). A 1973 graduate of Cornell University, he holds a master's degree, with distinction, in operations research from the Naval Postgraduate School, Monterey, Calif.

NAVSUP is this year's winner of the Department of Navy **Nathaniel Stinson Award for Equal Employment Opportunity**. NAVSUP was recognized for its contributions in the areas of Hispanic recruitment strategies, for spearheading efforts creating an EEO council of representatives from other area military facilities, and for conducting annual claimancy-wide corporate climate surveys.

The **Admiral Stan Arthur Award for Logistics Excellence** for 2000 went to **Lt. Cmdr. William R. Hayes**, NAVSUP Headquarters, and **Robert T. Lambert**, Naval Inventory Control Point (NAVICP), Philadelphia. Winners in the team category included the **Sea Systems Logistics Agency Support Team** and the **Consolidated Automated Support System (CASS) Team** for acquisition logistics; and the **Forward-Stocking Initiative Team** for operational logistics.

FISC Pearl Harbor recently launched a Mail Center web site at <http://www.pearl.fisc.navy.mil/phmc> offering a guide to visiting ships, including information on dockside delivery and pick-up services; and links to important base addresses, mailing tips, and stamp collecting information. The site is linked to the U.S. Postal Service web site, and to the FISC San Diego and FISC Norfolk postal web sites. For more information, contact james_e_murray@pearl.fisc.navy.mil.

Since November 1999, **77 Fitting Out and Supply Support Assistance Center** (FOSSAC) employees have

received their master's certificates in Project Management from George Washington University. This training program is a partnership between FOSSAC, Naval Transportation Support Center (NAVTRANS), and FISC Norfolk.

NAVTRANS recently developed a Personally-Procured Move Calculator that gives service members an estimate of how much money they will receive upon completion of the Personally Procured move, previously known as a DITY (Do-It-Yourself) move. The calculator can be accessed from the NAVTRANS web site at www.navtrans.navy.mil. For more information, contact Jane_a_vargas@navtrans.navy.mil.

Chief Ship's Serviceman (Surface Warfare) Ricky Fuller, assigned to the **Navy Exchange Service Command (NEXCOM) Fleet Assistance Team** in Norfolk, Va., recently received the Navy and Marine Corps Achievement Medal from Cmdr. B.H. Curry, commanding officer of the USS *McFaul* (DDG 74). What makes this award unique is that it was given to Fuller by a ship to which he was not assigned. Fuller was commended "for professional achievement in the superior performance of his duties while serving as NEXCOM Fleet Assist Team leading chief petty officer from December 2000 - January 2001."

FISC Norfolk's Craney Island Fuel Terminal has won the **2001 American Petroleum Institute's (API) Award for Excellence**. The award recognizes DON activities that made contributions in the field of bulk fuel operations, petroleum supply chain management, and fleet fuel support. For more information, contact robert_anderson@nor.fisc.navy.mil.

Bravo Zulu

Congratulations to all!

45 YEARAWARD RECIPIENTS

Wade George

40 YEARAWARD RECIPIENTS

Velentin Flores, Emma Jourden, and Warlito Falucho.

35 YEARAWARD RECIPIENTS

Joe Castro, Jose Moralina, Jerry Bates, Larry Caldwell, Paul Roberts, Marcelino Ronquillo, and Antonio Java.

30 YEARAWARD RECIPIENTS

Raymond Chavez, Joanne Simpson, Mattie Buchanan, James Allen, Joe Young Jr., Kenneth DiBiasio, and Donna Deslatte.

25 YEARAWARD RECIPIENTS

Willie Jackson, Ben Aginiga, Renand Imperial, Ernest Grant, David Marquez Jr., Brian Hassler, Kevin Conway, Willie Cunningham, Iris Chung, Edgar Guiang, Tim Higdon, Deborah Gray, and Christopher Lamoure.

20 YEARAWARD RECIPIENTS

Charles Fletcher, Kim Bryant, Ivy Taufasau, Carnell Williams, Raquel Bravo, Vangie Rodriguez, Robert Trutter, Darlow McCullough, Michael Taylor, Susan Danner, Mark Gonsalves, Lonnie Fountain, Veronica Baylon, William Holtry, Joseph Annandono, Gail Brannock, Archelle Dean, Donald Tapia, and John Middleton Jr.

15 YEARAWARD RECIPIENTS

Marie Bohrisch, Shanna Bradley, Freda Perry, Kathryn Harris, Larry Pritchard, and Jessica Dunker.

10 YEARAWARD RECIPIENTS

Larry Dawson and Michael Alexander.

Letters of Appreciation

John McMillion, Mike Yelda and **Ann McMillen** for instructor support during a Navy Drug Program Coordinator basic training class.

John McMillion and **Mike Yelda** for support to the National Contract Management Association, San Diego Chapter.

Capt. Robert Ritchie, Mike Stames, SKCM Ben Hebron, Nannette Davis, Kim Bryant, Cmdr. Tony Martinez, Cmdr. Steve Haveranek, Janet Wood, Janet Bowman and **Gene Hepler** for

support in ensuring the NAVSUP Branding Focus Group was a success.

SK1 Rex Soria, SK2 Mario Medina, SK2 Patricio Cabrera, SK2 Michael Malloy, SK2 Mario Siqueiros, SH2 Felix Vicente, SK2 Leoncio Mamaril, SK2 Gilbert Chavez, SK2 Ryan Bessemer, SK2 Curtis Smalls, and SK3 John Osorio

for contributions in making the 2001 FISC San Diego Supply Exposition a resounding success. **Nancy Diaz** for customer support to a four intercontinental household goods move.

SK2 Melvin Calimag, SK2 Marcey Britt, SK1 Lee Hondo Moore, SK1 Denise DePozo, SK1 Melinda Garcia, SK1 Herminigildo Fairbanks, SKC William Vitalich, SK2 Maria

Hernandez, SK2 Mario Siqueiros, and MM2 Artemio Delgado for support to Roosevelt Junior High School's Multicultural Festival.

Bravo Zulu

Emmanuel Rosales for support to the USS *Bonhomme Richard* (LHD 6) in obtaining and delivering parts to repair their emergency feed water pump.

Letter of Congratulations

Nannette Davis for her selection as a participant in the DoD Executive Leadership Development Program.

Retirements

James Underwood, 40 years of service.

Letters of Commendation

Peggy Nelson for customer support to the USS *Boxer* (LHD 4) by procuring mission critical medical supplies.

David Alfonso for logistics support to the USS *Mount Vernon* (LSD 39) during their recent phased maintenance

availability and tailored ship training availability.

SKCM Benjamin Hebron, SKC Phillip Swartzlander, and SK1 Richard Smith for taking charge of all final arrangements for the FISC Supply Exposition including commercial and government exhibitors and reviewing the plan,



Photo by Kim Bryant

Asian Pacific Islander celebration...

The Regional Contracts Department celebrated Asian Pacific Islander month with an office luncheon serving foods from a variety of Asian Pacific islands. Some of the participants were, left to right: **Jim Conrad, Faye James, Mary Wilson, Jerry Flaughter, Tammy Sanchez, Armi Banes, Beth Ferguson** and **Ivy Taufasau**.

establishing the layout, and gathering all the necessary resources required for the Exposition.

SK2 Rodney Ridenour, SK1 Rollin Peoples, and SK1 Walter Velicaria for serving as FISC San Diego's keyperson, Navy-Marine Corps Relief Fund Drive 2001.

Lt. Darrel Olsowski for serving as FISC San Diego's chairperson, Navy-Marine Corps Relief Fund Drive 2001.

Customer Satisfaction Plus 1 Certificate of Achievement

Martha Daugherty, Antonia Duenas-Ignacio, Ralph Franchi, Deborah Reid, and Iris Washington.

Marriages...

Best wishes to **Rose (Smith) Lambert**, Code 033, and her husband, **David Lambert**. They were married on June 2.

The Back Page



Photo by Kim Bryant

Promotion ceremony...
 Capt. Bill Barnes presented 18 \$100 savings bonds to Roosevelt Junior High School students during promotion ceremonies at the San Diego Zoo on June 14. All 18 students maintained at least a 3.4 GPA during their junior high years.

Congratulations to Mike Marmolejo, director, Financial Operations Division, Comptroller Department (Code 55) on his selection for promotion to Captain in the Naval Reserve (Supply Corps). Marmolejo is currently serving on active-duty on a special Presidential Recall assignment.



If you haven't visited the FISC San Diego public Internet or private Intranet web sites lately, you'll be pleasantly surprised at how much they've grown - both in content and usefulness.

A permanent link to SMART *WebMove* has been added to the FISC home page at www.sd.fisc.navy.mil. SMART *WebMove* is a new online program for Navy service members to arrange their household goods moves.

In the 'Newsstand' section you will find links to FISC San Diego news releases, the current issue of the *Network*, customer advisories, as well as news from NAVSUP, Southwest Region and the Department of the Navy.

The two contact buttons "Services Feedback" and "Webmaster" have been improved to send e-mail notification to a group of people responsible for responding to inquiries and problems. This enhancement is working so well that messages received are being responded to within 24 hours, and most within two hours or less.

Video clips will soon be added on Direct Vendor Delivery contracts and on a new conveyor service to assist ships in loading provisions. Also coming is a picture catalog of non-monetary awards. And, all of our Internet and Intranet pages will soon include a statement at the bottom to verify Disability Access compliance, clarify non-responsibility for linked outside sites, and protect items unique in design and content to our web.

Our Intranet web site <https://intranet.sd.fisc.navy.mil> is chock full of interesting and useful information. On the home page you can find out how to submit Bright Ideas, find FISC forms, catch up on the latest news, announcements and upcoming events, and view the weekly listing of

Navy-related television broadcasts. In addition to FISC San Diego news releases and the latest *Network*, you can visit the News Room or read the latest military news. There are also links to NAVSUP, Supply Corps, Navy and other news sources.

The Intranet Library contains local documents, Navy messages, directives, DoD and Navy forms; helpful links to online dictionaries and language tools, Captain's Call kit, Navy Exchange, Navy Ship Index, and SK Development Guide; a bulletin board of official notices; and INFOSEC, safety and new systems information and bulletins.

Two new departments have been added on the 'About Us' page of the Intranet - Comptroller (Code 50) and Office of Counsel (Code 60). There's a wealth of information in the Departments section - so check it out.

If you have ideas for meaningful content to include in these pages, let the Content Coordinators know - they are always open to constructive input. By the way, two new members have joined the Content Coordinators group, **Lt. Fred Dini** (Code 200) and **Paul Stuhler** (replacing SK1 Smith from the LSC).

A repository of graphics and pictures will soon be available on the Public Affairs department page for download and use in FISC presentations and web pages. And, look for a "Caught on Camera" graphic to be added to the Intranet 'About Us' page soon. This will link employees to an album of photos of FISC events, happenings and people. SMILE....you may be caught on camera!

Have fun surfing the FISC web sites but please remember, the Intranet is for private sharing of information within the FISC organization.

