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# the Network

NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

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March 2002

## Conveyor extensions, subsistence prime vendors ease Sailors' workload

By Nannette Davis, FISC PAO

Last October, the Commander, Naval Surface Force, U. S. Pacific Fleet (SURPAC) bought two pier conveyors through the Fleet and Industrial Supply Center San Diego to ease the process of loading and off-loading stores on board ships docked at Naval stations San Diego and Point Loma. The conveyors, delivered in May, were about 23 feet long and the width of a typical escalator.

Before the purchase of the conveyors, when a ship needed provisions, more than 35 Sailors had to stop whatever they were doing to assist in the on-loading of stores. This process was time consuming - it took one to two hours depending on the load size - and injuries to the Sailors were not uncommon.

With the conveyors, designed for commercial airport use and modified to satisfy Fleet requirements, stores can be on-loaded and off-loaded at a rate of approximately 1,000 boxes per hour.

Although a tremendous asset to ships' crews in loading provisions, the conveyors needed additional reach to be more effective, so two five-foot extensions were designed by the conveyor manufacturer and bought by FISC San Diego. The first extension arrived last August and the second was delivered in January. The extensions (one extension per conveyor) allow the conveyors to be used on most piers with all class ships except the larger "L" decks.

FISC San Diego schedules the conveyors for ship use in conjunction with its Subsistence Prime Vendor (SPV) Program. Through this program \$66

million in provisions have been delivered to ships in San Diego, averaging 350 trucks delivering 6,500 pallets monthly.

Contractor subsistence working parties have on-loaded the majority of these pallets in a \$20 million program to reduce workload on ships and improve Sailors' quality of life.

Since implementation of this program in March 2001, contractor support has provided 3,800 man-hours of stores on-load support. This is 3,800 hours of work that ship's commanding



Photo by Paul Stuhler

Using conveyors specially modified for pierside use, a contractor subsistence working party loads provisions on board a U.S. Navy ship docked at Naval Station San Diego. The conveyors, in conjunction with the contractor on-load program, has reduced workload on ships and improved Sailors' quality of life.

officers can use on other projects.

The conveyor program, in conjunction with the contractor on-load program, is so successful that other

*Continued on page 2...*

### Pilot Air Freight wins MTMC quality award

Pilot Air Freight was selected to receive the 2001 Military Traffic Management Command (MTMC) Quality Award for their outstanding service to the Department of Defense.

Pilot is the Western Region's primary transportation provider for the Navy's Advanced Traceability and Control (ATAC) retrograde transshipment program. ATAC annually moves more than 430,000 depot-level repairables valued at over \$9.7 billion.

Moving these high-value weapons systems repair parts from the Fleet to the appropriate repair facility in a timely and efficient manner

is one of the keys to fleet readiness.

Pilot, FISC San Diego's nominee for the MTMC quality award, has provided superior quality, on-site customer service, process improvements, and innovative solutions while decreasing the cost to the government

In 2001, Pilot's professional team of transportation experts created a tailored freight consolidation grid that optimized shipments and enabled the Western Region to meet the government's delivery schedules.

This, coupled with its skill in maximiz-

*Continued on page 11...*

During the first week of March, Rear Adm. Bill Maguire, Vice Commander, Naval Supply Systems Command visited the San Diego metro area. During his time here we had the opportunity to give him a Logistics Support Center brief and tour, as well as a comprehensive brief on our operations.

Rear Adm. Maguire was one of the original architects of the LSC when he was the NAVSUP deputy commander for Fleet Logistics Operations (SUP 04). He was extremely impressed with the LSC operation and the daily high-level of support being provided to the Fleet.

In our comprehensive brief to the admiral, we covered a number of issues. First, we detailed our major customers and the many products and services FISC provides. We also discussed our completed A-76 studies, reported the recent successful post-Most Efficient Organization reviews of Advanced Traceability and Control and Household Goods, as well as

the challenges inherent in our ongoing studies in Retail Supply, the Navy Integrated Call Center, and Information Technology Applications.

Inventory performance and associated systems issues were also briefed. Topics included inventory effectiveness, R Supply transitions, material support for the Shore Intermediate Maintenance Activity, and our continuing initiatives to better support the consumable material requirements of the Naval Air Depot North Island.

We showcased our continued efforts in Freight Transportation, as well as the positive efforts in regional management of hazardous material.

Additionally, we briefed the challenges in completing the new workload associated with the more stringent program management reviews of activity purchase card programs. Updates on *SMARTWeb Move*, and our fuel and consolidated mail operations rounded out the pitch.

Rear Adm. Maguire was especially impressed with the demonstration of our Intranet capabilities.

Since his return to NAVSUP



**Capt. Ray Berube**

headquarters, his staff has been actively working many of the issues we raised.

We have reached the six-month anniversary of the tragedies that occurred on Sept. 11. We all know that our Navy will continue to play a vital role in the war on terrorism.

As I have stated many times, our top priority is to focus on our basic day-to-day mission – *providing combat capability through logistics*.

Work safe and keep charging!

## The Network

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

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

## Conveyor extensions, subsistence prime vendors ease Sailors' workload

*Continued from front page....*

Navy regions have purchased the exact model and are employing it in the same fashion.

FISC San Diego has ordered two more conveyors for the Southwest Region and they are scheduled for

delivery in late March or early April.

FISC San Diego's SPV team arranges for ships to use the conveyors based on the provisions order size and on a first-come, first-served basis.

For more information on the SPV program or to request a conveyor, contact SKC Phillip Swartzlander at (619) 556-0420.

## DAWIA continuous learning requirements

Continuous Learning adds a new dimension to the existing Defense Acquisition Workforce Improvement Act (DAWIA) by building on career field certification standards. It requires DAWIA personnel, both military and civilian, who have completed certification requirements for their current positions, to earn a minimum of 80 continuous learning “points” every 2 years.

The purpose of this policy is to create a workforce that is current with reforms, adaptable, flexible, and willing to accept risk and exercise leadership.

Those who hold a DAWIA position need to record Continuous Learning points as you earn them. To do so, log on to the *Register-Now* Web site at [www.register-now.cms.navy.mil](http://www.register-now.cms.navy.mil). Click on **Register Now for Continuous Learning Activities** to enter the main site. This will take you to a menu which

includes the choice **OSD Point Guidelines** to help you determine the points you earned for each course. To record points, follow the screen prompts under the heading **Status/Request CL Points**. Participants are required to register to gain access to this section of the site.

DAWIA employees may also apply at the *Register Now* Web site to take centrally funded Continuous Learning courses. Click on the selection **Find/Register for a CL Activity** in the main site. The course catalog and schedule are available online.

If you need assistance, contact your training representative who can be found under **Find Your Training Representative**.

I encourage you to record your “points” earned and take advantage of the additional opportunities offered under the Continuous Learning policy.



**Rear Adm. Justin Daniel McCarthy  
Commander, Naval Supply System  
Command**

## Leader in career information to launch customer service helpline

**By Journalist 3rd Class Laura  
Goulding, Center for Career  
Development Public Affairs**

Navy Personnel Command, regarded in the fleet as the one-stop source for career information, is set to launch a new toll-free career information-based customer service help line for Sailors and officers in late April 2002.

The new phone number, slated to be **1-866-U-ASK-NPC**, will be accessible nationwide and operated by as many as 20 NPC customer service agents equipped with the most current programmatic, pay and benefits information. This number will be augmented by a number accessible from overseas locations, and by a number which can be reached via DSN.

“This new toll-free number will improve NPC’s relationship with the fleet. It represents another crucial tool in NPC’s toolbox to provide exceptional, reliable customer service to Sailors,”

said spokesman Lt. j.g. Bill Danzi.

The goal of the customer service help line is to provide Sailors and officers with comprehensive and personalized information regarding policy, procedure, distribution and more.

“Our goal is to satisfy our Sailors, who are essentially our customers,” said Capt. Jake Ross, director of the Center for Career Development. “That means delivering information that’s current and accurate, but can be readily updated to meet the changing demands and needs of the fleet.”

Sailors will be able to access information via the telephone or a Web-based application. They can “call to resolution” and speak directly with a government contractor or military service member, 12 hours a day from 7 a.m. to 7 p.m., Central Standard Time, each day of the work week. Sailors will also be able to “click to resolution” 24 hours a day via a Web-based application accessed through the Internet.

Each query can be assigned a tracking number, allowing Sailors to monitor their question until it is resolved to their satisfaction.

“This gives everyone a personal account at NPC,” said Lt. Cmdr. Greg Owens, program manager for the customer service center. “It’s designed to improve the Navy’s response system, which will improve the relationship with Sailors.”

Owens added that the customer service center also will offer the fleet another resource for data, lessening the workload for the detailers.

“We recognize the value of implementing an exceptional customer service program for our Sailors. They need to understand that their questions and concerns matter,” said Ross.

For more information about the customer service center or other career information products and services, contact the Center for Career Development at (901) 874-2200 or go to <http://www.staynavy.navy.mil>.

# Stop-Loss policy revised, fewer Sailors affected

**By Chief of Naval Personnel Public Affairs**

Fewer Sailors are now affected by stop-loss following a review of the Navy's skill-mix of those required to forego separation from the service to support the current war on terrorism.

Stop-loss was imposed Oct. 10, 2001, and originally affected 9,352 personnel. This revision reduces the number of affected Sailors to 4,036: 2,878 enlisted and 1,158 officers. It represents a 57-percent reduction to the number of Sailors affected by stop-loss.

Data collected since stop-loss was enacted shows the original skill-mix was not needed to meet current needs. Current and projected operational requirements and the manning of deployable units propelled the decision to remove several special warfare designators and medical field specialties from the list.

Personnel in the following fields are essential to the current mission and are still retained under the stop-loss policy: security, law enforcement and cryptology specialists, and those with certain language skills.

"Each community with affected personnel was represented during the review process," said Vice Adm. Norb Ryan Jr., Chief of Naval Personnel.

"We took input from the fleet to balance their needs with each community's manning status. The measured and judicious process to determine the mix we came up with ensures fleet commanders have enough talented Sailors to respond to their tasking," said Ryan.

Though the Navy has reduced personnel in its stop-loss mix, it is still retaining essential personnel. The policy review was conducted in January and included a broad spectrum of representatives.

"We will continue to review our stop-loss policy during this very

important war on terrorism. We are committed to ensuring we meet fleet requirements while not unnecessarily impacting Sailors and their families," added Ryan.

Affected personnel will be removed from stop-loss not later than Sept. 14, and not earlier than April 1 of this year.

Sailors must submit separation or retirement requests to Navy Personnel Command in Millington, Tenn., through their chain of command to allow time for detailing and placement decisions. Previous requests must be resubmitted. Personnel in these fields may still be considered for release via a waiver submission through the first flag officer in their chain of command.

Also, personnel considered

essential to the mission will continue to be processed for hardship, disability, involuntary administrative separation, mandatory retirement or discharge under the UCMJ. High-year tenure (HYT) limits for these personnel are waived until further notice. HYT limits for other enlisted members remain in effect.

Normal gains and losses and permanent change of duty station (PCS) during the national emergency will continue.

For more details on the stop-loss changes, see NAVOP 003/02. Go to <http://www.persnet.navy.mil>, select "Messages" on the home page, then "NAVADMINS."

## LIFELines services network sponsors quality of life photo contest

**From LIFELines Public Affairs**

The LIFELines Services Network has announced a photo contest to capture images of the quality of life in the U.S. Navy or the U.S. Marine Corps.

A grand prize will be awarded to the entry that best portrays the Navy's or Marines' lifestyle. The contest is being held to increase the number of quality-of-life photos on the LIFELines Web page, while increasing awareness of the spirit of quality of life in the Navy and Marine Corps.

The contest is open to both amateur and professional photographers associated with the Department of the Navy (Navy and Marine Corps).

All entries must be received by June 1, 2002. Winners will be announced July 4, 2002. Print specifications, contest rules and an official entry form can be obtained by

logging onto LIFELines at <http://www.lifelines2000.org>.

Categories include: Moving Day, Family Fun, Homecoming, Honors and Ceremonies, Retirement, Canines and other Furry Friends, Good-byes, Squids and Grunts, Sports and Recreation, and New to the Military.

Prizes include the following –

Grand Prize: Sony Mavica MVC-CD300 digital camera, certificate, ribbon;

2nd Prize: Sony Mavica MVC-FD92 digital camera, certificate, ribbon;

3rd Prize: Olympus IS-30 DLX Reflex camera with 28-110 zoom lens, certificate, ribbon;

Best of Category: certificate, ribbon; and

Honorable Mention: certificate.

Those interested in more details should contact Capt. Bill Hendrix at [hendrix.william@hq.navy.mil](mailto:hendrix.william@hq.navy.mil) or (202) 433-3974, or Cmdr. Rudy Brewington at [brewington.rudolph@hq.navy.mil](mailto:brewington.rudolph@hq.navy.mil) or (202) 433-3865.

## FISC San Diego employees get new Common Access Card this month

The new Department of Defense mandated identification card, Common Access Card (CAC), will be issued starting this month for all active duty military personnel, select reserves, DoD civilian employees and eligible contractor personnel who require NMCI access.

The new card utilizes smart card technology to store and process information on an integrated, microprocessor chip located within the body of the card.

The CAC will also be the principal card used to enable physical access to buildings and controlled spaces, and for logical access to Navy computer networks and systems.

The CAC ICC has a cryptographic co-processor to enable it to serve as a token for the PKI identity, email, and encryption certificates.

“For FISC employees located at Broadway Complex building 1, the mass issuance date ends on May 10. For Naval Station building 116 employees, the mass issuance period ends June 14,” said Denise Johnson, Commander Naval Region Southwest Security.

If you are a FISC employee, not located in the above mentioned buildings, you must check your local area for issuing dates and times. For example, if you work for FISC and your place of work is at North Island, then you must select “Naval Base Coronado.”

If, however, the place you work at is not listed (on the Web site below), that means the base is not set up yet for CAC, but will be soon. Watch for further details.

You will still be able to get the CAC after May 10 if you miss the mass issuance period. The mass issuance period is provided for your convenience



Photo by Kim Longstaff

### Visiting LSC...

Rear Adm. William J. Maguire, NAVSUP vice commander, visits with FISC's Logistics Support Center employees at Naval Station San Diego on March 1.

because during that timeframe there will be more personnel available to issue out the CAC, in a 15-minute appointment-based increment.

The CAC fielding for the Southwest Region mass issuance phase will closely parallel deployment of the Navy Marine Corps Intranet (NMCI) so that network access can be accomplished using the CAC.

Mass issuance for afloat commands will be handled separately at a later date.

To assist in the issuance process of the CAC, a Web-based scheduling tool has been developed. This Web site allows you to schedule an appointment at a specific issuance site.

“Once mass issuance is over (May 2002) you will be able to go to any Pass and ID Office for a new card on a walk-in basis,” said Johnson.

For more information, contact Denise Johnson at (619) 532-3049.

### Instructions to make an appointment for CAC via the Internet:

#### Step 1.

Go to: <https://es.cac.navy.mil/cgi-bin/signup.pl>

Select **NS San Diego** (not all areas may show up until a later date)

#### Step 2.

Select **Make an appointment**

#### Step 3.

Select the building that you work at. You must make an appointment only at the base/compound at which you are physically located.

#### Step 4.

Select a **date** (because the computer can only hold a 10-day period, it will only show the first 10 days that are available). When the dates/times fill up, another set of 10 days will appear and will continue until May 10, 2002).

#### Step 5.

Select a timeframe that you want. Then select **search**

#### Step 6.

Select an **appointment time** (15 minute increments)

#### Step 7.

Fill in the information requested, then select **sign-up**

An appointment confirmation will be sent to your e-mail address. It will also tell you what to bring to your appointment.

# Click on the Mortarboard!

By Larry Dawson, Code 070

Although Naval Supply Systems Command headquarters has removed the requirement that each employee have 40 hours of training annually, it is still important and useful to check your training progress regularly.

The Training History Database is available on our Intranet Web site for all FISC employees. You may use it to confirm:

- 1 All training you have taken since late 1998 (useful for resumes)
- 1 The total hours of training you have in any fiscal year (40 hours is still a good guideline)
- 1 Whether your mandatory training requirements have been fulfilled
- 1 Future classes for which you have signed up
- 1 The total number of Continuing Education Credits (CEUs) you have
- 1 If you are a Supervisor, the training histories of all those who report to you (please call Larry Dawson at 532-3429 for details about this)

The database is easy to use, with prompts to lead you through. If you have never used it, simply follow the routine below to access your training record:

1. Using Netscape Navigator, access the FISC Intranet Web site by clicking on **Employees** at the bottom of the site, and follow the prompts. (If you

## Take Your Child to Work Day, April 24

For more information contact  
Terri Bratcher, Code 070  
at (619) 532-4121

do not have a PKI Certificate, or it has expired, call the Help Desk at **532-HELP** for instructions).

2. Click on the **Training tab**. On the main Training page, you will see a graphic featuring a mortarboard and certificate.

3. Click on the graphic to access the **Training History Database**.

4. Select **First Time User** and click the **Select** button.

5. Read the instructions, then click on the **CLICK HERE TO CONTINUE** link.

6. Select **Search by First and/or last Name** and click the **Select** button.

7. Type in all or part of your last or first name in the appropriate box and click the **Search** button.

8. When one or more names display, click on your name.

9. As a first-time user, you will now be asked to fill in an eight-character **password** (any password will work) and the last four digits of your **Social Security Number**.

10. Your **Training Record** page will display. Type in your password, select a fiscal year from the drop-down list, and click the **Display** button. A printable table of classes taken or signed up for will display, with totals for completed, non-mandatory hours, and CEUs.

It's that simple. As we move from the old 40-hour requirement to Individual Development Plan-based record keeping, relevant training for every employee will remain as important as it always has been. Employees who keep track of training progress will be far less likely to come up short at the end of the fiscal year.

If you have any questions about the Training History Database, please contact Larry Dawson at (619) 532-3429.

## Training calendar for April 2002

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

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

### Conflict Resolution for Win-Win Results

April 2, 8 a.m. – 4 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Nautical Rm

### Workplace Superstars

April 3, 8 a.m. – 4 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Nautical Rm

### Confident Public Speaking

April 10, 8 a.m. – 4 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Pacific Rm

### Time Management

April 16, 8 a.m. – 4 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Pacific Rm

### Using DLA Customer Logistics Data and WEBCATS

April 16, 8 a.m. – 4 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Synergy Rm

### Developing Your Resume for Automated Systems (Resumix Training)

April 17, 12:30 – 3:30 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Pacific Rm

### Myers-Briggs Type Indicator (MBTI) Workshop

April 18, 8 a.m. – 4 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Pacific Rm

### Gung Ho!

April 23-24, 8 a.m. – 4 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Pacific Rm

### Developing Your Resume for Automated Systems (Resumix Training)

April 25, 8 – 11 a.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Pacific Rm

### Effective Presentations with PowerPoint

April 30, 8 a.m. – 4 p.m.  
FISC, Bldg. 1, 3<sup>rd</sup> Floor, Eagle Rm

## Naval Supply Corps School offers new financial management course

By Ensign Vivian Ball, Naval Supply Corps School Public Affairs

Senior military and government civilian personnel can now enhance their business skills through a new financial management course offered at the Navy Supply Corps School (NSCS) Athens, Ga.

The Advanced Management Program (AMP) will provide managerial and financial instruction on Navy business practices, keeping Navy personnel at the forefront of the commercial world while avoiding commercial prices.

The AMP offers senior managers an opportunity to gain graduate-level education in three core areas: cost management, organizational management and operations management. The three-week course allows participants to assess their abilities and knowledge in these core areas, offers a broadened business perspective and develops a skill set for use in the workplace.

"Best business practices change over time," said the NSCS executive officer, Cmdr. Tim Greene. "AMP fills that gap, and allows the Navy to capitalize on our own business managers by giving them cutting edge knowledge which affords them a competitive edge."

Lt. Cmdr. Dan Allen, the AMP director for NSCS, stated, "Continuing education is essential to the viability of every organization, whether it is learning within or external to the organization. The AMP offers the Department of Defense (DoD) a cost-effective means to provide skills to our senior managers for success in their jobs by minimizing the learning curve associated with those positions."

Taught by leading professors in their respective fields, Navy business professionals will gain valuable insights into current civilian business practices and innovations through AMP, which

they can in turn, incorporate into the Navy.

"We've had professors from major universities such as the University of North Carolina-Chapel Hill, Vanderbilt University, The University of Georgia, and Emory University," said Greene.

"AMP provides a valuable executive education alternative to civilian universities and maximizes the results at less cost. AMP is a great fit for today's cost conscience environment, the business of DoD, and Navy's desire to adopt better business practices throughout government," said Allen.

The course is open to commanders, lieutenant commanders selected to the rank of commander, and government civil servants at the GS-13 and 14 grade levels. Two pilot courses were conducted in 2001 and both received very positive reviews from attendees and flag panel members. There are several class convening dates for 2002.

For class dates and more information, go to the Naval Supply Corps Web page at <http://www.nscs.com> and select "Advanced Management Program," on the home page, or contact Lt. Jeff Rathburn at (706) 354-7233 or DSN 588-7233.

### Supply Corps Postgraduate Education Program

The Supply Corps 810A Postgraduate Education Program provides an excellent opportunity for junior officers to complete their postgraduate education with a master's degree in business administration (MBA) from the University of Georgia.

Under 810A, a NAVSUP-sponsored, fully funded alternative to the 810 MBA Program, an officer is detailed to a three-year assignment at the Navy Supply Corps School in Athens, Ga. The 810A candidate spends 2 years as an instructor at NSCS and 1 year as a full-time graduate student.

There are five 810A quotas available per year. By combining graduate education with instructor duty at NSCS, 810A offers the competitive advantage of both a challenging Supply Corps assignment with postgraduate school in one tour. Successful completion of 810A earns a 1301P subspecialty code.

The selection board for the 810A program will be held April 29, concurrent with the annual Postgraduate School Board. Records will be screened for the 810A program by request only.

To be considered for the 810A program, officers must have a minimum APC of 345 with an undergraduate degree in business or a business-related field (Accounting, Finance, Banking, etc.). Additionally, officers must not have previously completed a tour at NSCS, with the exception of their BQC student tour.

Officers desiring to submit an application letter for the 2002 810A selection board should do so no later than March 29. A sample request letter is provided on the NAVSUP-OP Career Counselor's Web page <http://www.bupers.navy.mil/pers4412/career.htm>. Letters may be faxed to (901) 874-2684 or mailed to:  
**Supply Corps Career Counselor  
 Navy Personnel Command  
 (PERS-4412Q) 5720 Integrity Drive  
 Millington, TN 38055-4412.**

Questions may be directed to the Supply Corps career counselor, Lt. Cmdr. Doug Noble at (901) 874-4624, DSN 882-4624, or by email to [P4412Q@persnet.navy.mil](mailto:P4412Q@persnet.navy.mil); and to Mrs. Ruth Bennett at (901) 874-4629, DSN 882-4629, by email to [4412QA@persnet.navy.mil](mailto:4412QA@persnet.navy.mil).

### Meet Patrick Walsh



**Occupation:** Supervisor Naval Architecture Technician, Code 200

**Birthplace:** Manitowoc, Wis.

**I graduated from:** Carson High School

**What brought me into civil service:**

My father worked for the Long Beach Naval Shipyard and he recommended I apply for an apprenticeship.

**Hobbies:** Riding off road vehicles in the desert, working on cars and remodeling our house.

**Nobody knows:** I have a black belt in karate, and taught children and adults.

**Pet peeve:** my kids not putting things back where they got them.

**If I could, I would change:** World hunger.

**Secret to success:** Working hard and always accepting additional responsibilities.

**If I could do it over, I'd:** invest in Microsoft

**I've never been able to:** control my wife's spending.

**The last good book I've read:** Repair Manual for a Suzuki LT250R

**Favorite quote, motto or phrase:** the person with the most tools wins.

**Favorite singer/group:** The Beatles

**I wish I could stop:** the hate in the world.

**The one thing I like best about myself:** my even temperament.

**I am most proud of:** my wife, four children and my two granddaughters.

## HealthWatch: kidney disease — know the warning signs

By Brian Badura, Bureau of Medicine & Surgery Public Affairs

Question: Which body organ filters more than 200 quarts of fluid every day? If you answered kidneys, you are absolutely correct. March is National Kidney Month, and, it's a time to remember that our kidneys play a vital role in overall health.

According to the National Kidney Foundation (NKF), 4 percent of the American population is at risk for kidney disease, yet most people don't even know they may be in danger.

"Unfortunately, kidney disease may be silent for many years," said Dr. William F. Keane, president of the National Kidney Foundation. "Many people may not be aware that they are losing kidney function until their disease reaches an advanced stage."

The kidney's main function is to act as a filter to remove waste products and excess fluid from your blood. As noted earlier, the kidneys process 200 quarts of fluid per day, with about two quarts leaving the body in the form of urine. Other key kidney functions include releasing hormones that help regulate blood pressure, controlling red blood cell production and making vitamins that control growth.

In the United States, uncontrolled diabetes and high blood pressure are the two leading causes of kidney failure. According to the NKF, together they account for about 60 percent of new cases of kidney disease reported each year.

"The most important thing people can do to help prevent kidney problems is to have their blood pressure checked regularly, eat a healthy diet and exercise regularly to maintain overall good health," said Capt. John Bestoso, Medical Corps, the Navy's nephrology specialty leader.

One of the primary indicators of kidney disease is an increase of creatinine in the blood. Creatinine is a protein produced by muscle. Diseased kidneys aren't as efficient as healthy kidneys in "clearing" this protein. Recent studies have also shown that 11 million Americans have elevated creatinine levels.

So what are some of the warning signs of kidney disease?

- Blood or protein in the urine;
- High blood pressure;
- A creatinine blood level greater than 1.2 for women and 1.4 for men;
- Burning or difficulty during urination;
- More frequent urination, particularly at night;
- Puffiness around the eyes, or swelling of the hands and feet, especially in children.

Early detection is critical in helping to maintain optimal kidney health.

According to Bestoso, Sailors, Marines and other healthcare beneficiaries get a urinalysis screening to look for blood or high levels of protein, warning signs of possible kidney problems, as part of routine physicals.

The NKF also recommends that you get regular medical checkups that include tests of blood sugar and protein, blood pressure, and kidney function. Talk with your healthcare provider if you feel you may have some of the warning signs of kidney disease. For more information on kidney function and other related topics, visit the National Kidney Foundation Web site at <http://www.kidney.org>.

For more information about how to become an organ and tissue donor, visit the U.S. Department of Health and Human Services Organ Donation page at <http://www.organdonor.gov>.

## DACOWITS role to be revitalized

The Department of Defense announced a new and enhanced role for the Defense Advisory Committee on Women in the Service (DACOWITS), which will be revitalized in an effort to make it more relevant, efficient and effective.

The 53-year-old charter under which DACOWITS operated focused on attracting more women to military service.

Today's military, with more than 200,000 women currently on active duty, bears little resemblance to that of 1951.

Accordingly, the Defense Department has developed an improved charter to better address the needs of women in the military and their professional development.

The committee's new charter will also broaden its focus to include improving conditions for those who serve and their families, whose sacrifices are yet another form of service to the nation.

The revised charter sets a priority on recruiting and retaining highly qualified professional women, while considering the treatment, employment, integration and well-being of women service members.

The new charter is on the Web at <http://www.dtic.mil/dacowits/charter.html>.

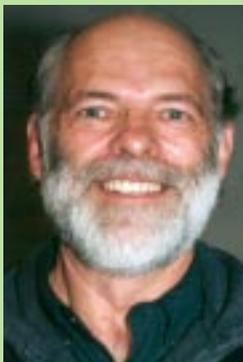
March is Women's History Month

# Just ask me

## What was your favorite toy when you were a child and why?

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

**It was a Tonka truck. It was my favorite because it was the only toy I had!**



**Joe Bremseth**  
North Island



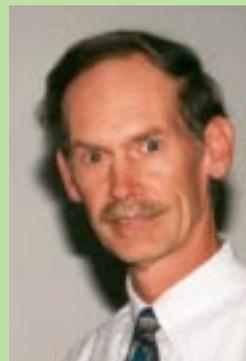
**SK2 Carrie Simoneaux**  
Naval Station

**My favorite toy was a wooden dog that you pulled with a string and it would make a barking noise. It was my favorite because it was the closest thing to a real dog.**

**My favorite toy as a child was all types of dolls because they are so beautiful. I had four sisters that I had to share my dolls with as a child so now I have my own doll collection at home.**



**Jasmin Magsino**  
Naval Station



**Gene Hepler**  
Broadway

**I had several favorites, but the one I liked the most was a fire engine, because I always wanted to be involved with our fire department. I eventually became a volunteer fireman in my hometown.**

**My favorite toy was a Transformer. Its slogan was, "there's more than meets the eye" because it changed its shape/form into something else.**



**SK2 Alex Norin**  
SIMA



**Gwen Young**  
Broadway

**My favorite toy as a child was a pogo stick because it was fun jumping up and down and seeing how high I could jump.**

## In The Spotlight

### In the Spotlight...

#### Lt. Joel Pitel



Lieutenant Pitel was born in Honolulu, Hawaii and grew up in San Diego, Calif.

After graduating from San Diego State University in 1994

with a bachelor's degree in public administration with an emphasis in city planning, he spent a couple of years in the public sector with the City of Chula Vista as the assistant special events coordinator with the Parks and Recreation Department.

He received his commission through Officer Candidate School in 1997 and then attended Naval Supply Corps School in Athens, Ga. Upon graduation, he reported to USS *Rushmore* (LSD 47). From January 1998 to December 2000, he served as disbursing officer, sales officer and assistant supply officer. During his tour he qualified as a Surface Warfare Supply Corps Officer and completed a Western Pacific deployment to the Persian Gulf. He was instrumental in the Command's first "Best Ship Store Sales Award" and contributed in the Supply Department being certified to Supply Management Inspection during the Supply Management Assessment, receiving some of the highest scores on the waterfront.

In December 2000, Lt. Pitel reported to Fleet and Industrial Supply Center, San Diego, Calif., where he is currently assigned as the customer service officer for FISC's, Shore Intermediate Maintenance Activity site.

Lt. Pitel's personal decorations include the Navy/Marine Corps Commendation Medal and the Navy/Marine Corps Achievement Medal. His hobbies include mountain biking, snowboarding, football and basketball.

## Enterprise News Briefs

Management of the **Government Commercial Purchase Card Program** recently moved from NAVSUP to the **Department of Navy (DON) eBusiness Operations Office**. This is a critical step in the plan to transition management of the Navy's "cards" to a single organization.

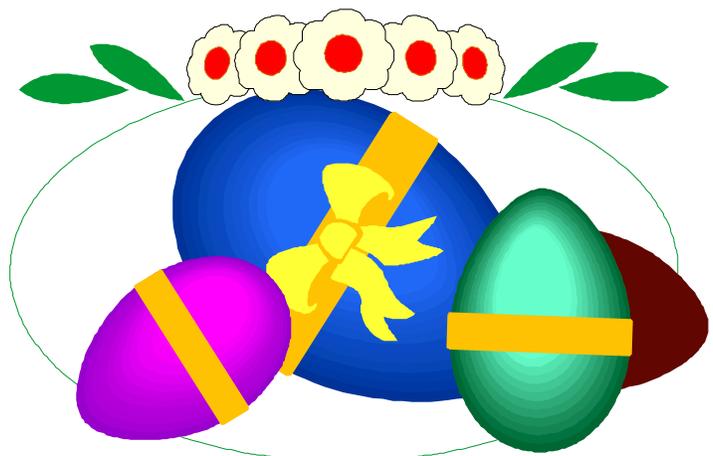
Storekeeper First Class (Surface Warfare/Air Warfare) **Francisco Alanzalon**, of the **Fitting Out and Supply Support Assistance Center** is the Naval Supply Systems Command's Sailor of the Year for 2001.

Chief of Naval Operations **Admiral 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. CNO Guidance 2002 is posted on his Web page at <http://www.chinfo.navy.mil/navpalib/cno>.

SHI (SW/AW) **Gregory A. Cole** has been named the **Navy Exchange Service** Command's 2002 Sailor of the Year. Cole, stationed at NEXCOM's Fleet Assistance Team in San Diego, serves as the retail operations specialist.

**FISC Norfolk** opened a **Postal Finance Office** in the Regional Navy Mail Center at Naval Station Norfolk. As a result, ships will no longer need to keep large quantities of stamps and money orders on hand while in port or during short periods at sea. The Atlantic PFO is not a new concept to the Navy. A San Diego-based Pacific PFO has serviced West Coast ships since the mid-1980s.

In February **FISC Pearl Harbor** closed its **Pearl City Fuel Farm** after nearly 60 years of service, primarily to Hickam Air Force Base. Established in 1944, the fuel farm was housed in a remote location about four miles from Pearl Harbor Naval Base. In recent years, the wear and tear from its many years of service had taken a toll on the facility, and maintenance problems had steadily increased. Due to the farm's remoteness, it was judged too costly to operate and maintain.



# Happy Easter



Photo by Kim Longstaff

Pilot Air Freight was selected to receive the 2001 Military Traffic Management Command Quality Award for outstanding service to the Department of Defense. Working closely with ATAC personnel, Pilot's professional team of transportation experts implemented significant process improvements in ATAC's Western Region. Sitting on left crate: Joe Schumert and Rich Kincaid (Pilot). Standing left to right: Larry King, Hilda Martinez, Jose Hernandez (Pilot), Maricela Enriquez (Pilot) and Enrico Lopez (Pilot). Sitting on right crate: Russell "Mac" McCollough.

## Pilot Air Freight wins MTMC quality award

*Continued from front page....*

ing use of the transportation pipeline resulted in the delivery of more than 14,000 potential readiness degrading repair parts within four days, and over 95,000 routine shipments within the 12-day requirement.

As another cost savings measure, Pilot channeled shipments to other carriers when it was more cost effective for the government. These initiatives reduced the Western Region's expected transportation costs by more than \$600,000 or 17 percent.

Pilot also established a proactive customer service initiative by encouraging open dialogue between shipper and consignee to ensure loads are delivered timely and in proper condition. As a result, no claims were paid for lost or damaged freight.

The ATAC carrier also developed a customized Electronic Data Inter-

change solution that works in conjunction with Pilot's proprietary software and tracking system to ensure accurate tracing and accountability.

"Pilot's dedication to success resulted in an increase of accurate Proofs of Delivery and Proofs of Receipt from virtually zero to more than 96 percent," said Capt. Ray Berube, FISC's commanding officer.

Working closely with ATAC personnel, Pilot quickly resolved problems and implemented a tailored physical distribution plan that has optimized delivery speed and cost. Because of their success, the process improvements Pilot put into action in ATAC's Western Region will be implemented nationally.

"Pilot's innovations have applicability across DoD's national and global physical distribution process," said Berube. "They are a model for all carriers providing transportation services to the government and are especially deserving of the MTMC Quality Award."

## Letters of Commendation

**Robert Robinson** for customer support provided as Logistics Support Representative to the USS *John C. Stennis* (CVN 74) during pre-deployment load out.

## Retirements

**Purita Gamos**

## Bravo Zulu

**Diane Hall** for customer support provided to Fleet Technical Support Center, Pacific.

**Gwen Rice** for customer support provided to Naval Air Depot North Island in teaching a Contracting Officer Representative course.

**SKC (SW) Phillip Swartzlander** and **SK2 (SW) Ramiro Vasquez Rivera** for customer support provided to USS *Rainier* (AOE 7)

**Paul Zulueta** for customer support provided as the Logistics Support Representative to the USS *Olendorf* (DD972).



## Planning a move? Use SMARTWebMove!

SMARTWebMove provides Sailors and their families with a quality moving service that is available 24-hours a day, seven days a week from home, work, on board ship, or anywhere they have Internet access.

In addition to convenience, customers have reported that it is easy, fast and fun to use SMARTWebMove.

On average it takes 40-60 minutes to schedule a move online. Doing it the traditional way by visiting a Personal Property Shipping Office requires a minimum of four hours travel and office time. Go to: [www.smartwebmove.navsup.navy.mil](http://www.smartwebmove.navsup.navy.mil)

## The knowledge spiral

By Darlene Shaw, Code 040

There is a well-known Knowledge Management model called the Knowledge Spiral. Nonaka and Takeuchi first introduced this model in their book, *The Knowledge-Creating Company* in 1995. The model is still highly regarded in KM circles probably because of its simplicity.

I recently attended a Knowledge Management Conference where one of the presenters explained the model in great detail.

There are four quadrants to this model: Collaboration, Externalization, Combination, and Internalization. The spiral occurs because knowledge migrates through these sectors at different times flowing into other sectors. Organizations can contain knowledge in one or more sectors at the same time.

Why is this important? Well, it's important because while planning KM initiatives, all four sectors need to be considered. Sometimes the nature of particular work determines which sector should be addressed.

The Collaboration sector deals primarily with person-to-person interaction. The tools that support Collaboration are chat, discussion groups, virtual white boards, teleconferencing, videoconferencing, synergy rooms, and the like; all of these support people working together.

The Externalization sector literally

## EBIS - Best thing since sliced bread (in my opinion)

By Darlene Shaw, Code 040

For anyone who has not yet visited the EBIS Web site, [www.civilianbenefits.hroc.navy.mil](http://www.civilianbenefits.hroc.navy.mil) – you are in for a real treat!

EBIS is the acronym for the Employee Benefits Information System. EBIS is a Web application

that allows you to obtain general and personal benefits information, conduct Health and Life benefits transactions, and access a retirement calculator.

You must register to start using the site. You will need a copy of your most recent Leave and Earnings Statement (LES) or Notification of Personnel Action (SF-50) to register.

This process is quick and easy to complete. Once registered, you will access the site by using your social security number and password.

When you enter the site, the sections are shown along the top in tab fashion – Retirement, TSP, Health, Life, Survey, and PIN.

Retirement options include CSRS and FERS. TSP has some

calculator applications to estimate future account balances and annuities. The Health and Life sections let you track personal transactions. The Survey section is a five-minute survey to gather feedback on the site for future improvements. The PIN section allows the user to change and do other maintenance for their PIN.

The site is very user friendly – give it a try soon!



means to make knowledge external. Examples of tools which do this are Web sites that share content like our public Web and Intranet. Knowledge databases and workflow applications, like One Touch Financial, would also be categorized in this sector.

The Combination sector includes knowledge mapping, data mining, and synthesized knowledge. This sector results from the other three sectors. It is the area where organization and logic is applied to the information available to make it more valuable to all.

The last sector is Internalization. Internalization is the sector where people absorb from knowledge that has been shared in Web portals and eLearning applications. The results from profiling, subscription, and search engines are also in this sector. This sector is particularly important for new

employees or employees learning new work functions.

If we apply this model to FISC San Diego, we find that three of the four sectors are addressed – Collaboration, Externalization, and Internalization.

The one sector which is not being addressed is the Combination sector. This is not surprising because Combination is probably the most difficult of the four. It involves time, experience, and tools which come only through KM maturity.

As we continue to develop our Knowledge Management culture and tools, we will need to address the Combination sector.