

## Operation Enduring Freedom: Looking back on the first year

**Message from Richard B. Myers, Chairman of the Joint Chiefs of Staff**

The week of Oct. 7 marked the first anniversary of the start of our combat operations against terrorism. The foundation for our success is no secret. The credit belongs to you who serve as part of our armed forces: our Sailors, Soldiers, Airmen, Marines, Coast Guardsmen, DoD civilians and our military families.

Over the past year, I've visited hundreds of you overseas and around the United States. You are dedicated and determined. You have left your homes, your families and, in the case of our Guard and Reserve personnel, you left your jobs. Your service is an example of selflessness and sacrifice.

Those of you that I've met are no different from the hundreds of thousands of others nobly serving — at home and abroad. All are doing the extraordinary.

Over this past year, our nation's armed forces have achieved a significant measure of success in the war on terrorism. A year ago at this time, few predicted the speed or the effectiveness with which we would eliminate the major terrorist's haven in Afghanistan. It was a land-locked country. We had no military bases in the vicinity. We had no major war plan to remove the Taliban from power.

Then, 27 days after the terrorists struck our Nation, this joint team

unleashed a powerful and lethal campaign. Two months later, our men and women, in concert with our allies and friends, freed Afghanistan. With the help of the international community, we also helped avert a massive famine.

This campaign has been one for the record books. It included the deepest amphibious operation in our Marine Corps history — over 400 miles into hostile territory. It included the highest elevation that our soldiers fought a pitched battle — at 10,000 above sea level. It included the longest combat sortie on record for our Air Force — 44 hours in length. Most significant of all, it entailed the fewest war-combatant injuries and the least collateral damage of any major military operation in history. It was the first time we employed the C-17 in a medium threat environment to air drop supplies. It was the first time we shared simultaneously a video picture from an unmanned aerial vehicle with the headquarters and the aircrew over the target. No other nation can operate such advanced technology as our armed forces.

While these examples reflect how technology has changed, the most important factor remains the incredible talent and dedication of our men and women in uniform. You who serve — your adaptability and agility — your courage and character — your

*The Shiloh (CG 67) steams forth in the ocean as part of the USS Abraham Lincoln (CVN 72) Battle Group. The Lincoln and Carrier Air Wing One Four (CVW 14) are deployed conducting combat missions in support of Operation Enduring Freedom.* Photo by Photographer's Mate 3rd Class Tyler Clements.



**Richard B. Myers**

discipline and determination — are legendary.

You tackle unpredictable challenges in innovative ways. You make things happen in a dynamic environment. Many of you are 19 and 20 years old. Yet you display the maturity and competence usually associated with much more seasoned troops. You're the driving force in our success.

Our families serve superbly. They provide incredible strength for us all. They endure with patience and grace through extended hours and long periods of separation. Our families deserve our deepest gratitude.

In this war on terrorism, there is more ahead of us than behind us. Three things remain constant.

First, the survival of our nation, our liberties and our way of life will continue to be at risk. Second, our nation will continue to call upon your talents and professionalism. Third, I am confident that you are up to the task. You'll respond as our armed forces always have — with courage, honor and sacrifice.

I am privileged to serve with you. May God bless you and your families. And may God bless America.





## Captain's Call

First, I would like to congratulate our Sailors of the Quarter. SK1 Lee Hondo Moore was selected as our Senior SOQ and SK2 Maria Delgado is our Junior SOQ.

Second, I am sure you are aware that the NAVSUP Transformation effort has been ongoing at a very rapid pace. We have many of our key individuals working on the various functional and alignment working groups. A Corporate Board meeting was held in Norfolk during the last week of October. The groups made recommendations and the Corporate Board accepted a number of these initiatives. An execution plan will now be developed. Again, the goal is to generate 10 percent in savings starting in fiscal year 2004.

The four functional groups are Comptroller Operations, Contracting,

Inventory Management, and Information Technology. These function groups will make recommendations that have the greatest potential to impact FISC San Diego. I understand that change is stressful and ask that you continue to remain patient.

I have scheduled a series of Captain's Calls during the week of Nov. 4. I'll share the most current information on Transformation with you at that time.

Finally, we have published the Holiday leave periods and policy.

You continue to do a superb job providing *combat capability through logistics*. Stay safe and keep charging!

*R. E. Berube*



### The Network

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

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*FISC San Diego was selected for a Diversity VIP trip on Oct. 24. The Diversity VIPs include representatives from minority groups who are considering joining the Navy. San Diego is usually chosen as a stop for the VIPs due to the high concentration of fleet activities in the area. During their stop at FISC SD, the VIPs were given an informative presentation on the Supply Corps by LT Jerome Dixon, Code 100V. They also had the opportunity to get many of their questions about the Supply Corps answered by experienced officers and Sailors.*

## Realignment of ASSTSECNAVRDA, SYSCOMs and PEOs

### Message from Assistant Secretary of the Navy (Research, Development and Acquisition)

As part of an ongoing review of the effectiveness and efficiency of our existing acquisition structure, I have approved the following changes to the organization within my office as well as certain of the Program Executive Offices and Systems Commands.

The intent of these changes is to ensure that the Acquisition community is aligned to address the challenges of the Navy and Marine Corps of the 21st century. We must change from an approach that is optimized by program and platform to one that can solve the challenges of integrated systems that cross many platforms and functions. We must also take a stronger business focus across multiple platforms and systems to maximize the efficiency and buying power of the multi-billion dollar enterprise that is DoN Acquisition. These changes will be effective as of Nov. 1, 2002.

Changes within the Office of the Assistant Secretary of the Navy for Research, Development and Acquisition include:

- \* Combining the offices of the Deputy Assistant Secretary of the Navy for Mine and Undersea Warfare and the DASN for Expeditionary Forces Programs into a single DASN for Littoral and Mine Warfare. This office will be responsible to me for all Marine Corps acquisition programs except for Aircraft and C4I. It will also be responsible for Mine Warfare, Chem-Bio Defense, Munitions, Assault Breaching, Gun and UUV Systems. Its charter is to take an integrated look at the complex and challenging littoral environment and ensure we are aggressively pursuing the systems and technology necessary to provide a coherent response to operational requirements.

- \* Expand the role of the DASN for Theater Combat Systems to include

Surface and Submarine EW systems as well as all combat systems for all surface ships and submarines.

Previously these systems were spread among multiple DASNs, and we were not as effective as we could be at attacking interoperability problems or leveraging capability and innovative concepts rapidly to all combat systems. This office will be renamed DASN Integrated Warfare Systems to more accurately reflect its focus on integrated warfighting capability.

- \* We are creating a new DASN for Logistics. This reflects the growing importance of Logistics, Supply Chain Management, and Industrial policy. Previously, these functions were spread among various parts of the organization and were not well positioned to be able to address the needs and challenges of today's and tomorrow's operational support concepts.

- \* We are combining the Directors of Acquisition Business Management and Acquisition Reform into a single DASN for Acquisition Management. This takes the office, which focuses on business policy and implementation, and infuses it with the innovative thinking and ideas of the office dedicated to reforming the way we do business. This will shorten the time it takes for good ideas to find their way into our acquisition business practices.

- \* We are forming a DASN for Research, Development, Test and Evaluation. This office will serve two critical functions. It will aggressively drive innovative research and development ideas, concepts and technologies across platforms and systems and facilitate the transition of S&T products into the Warfare Centers, PEOs and individual platforms. It will also deal with the challenges of integrating test and evaluation more deeply and effectively into programs in ways that are



**John Young**

complimentary and supportive of the concepts of Evolutionary Acquisition and Rapid Development and Fielding.

- \* We are retaining the existing DASNs for ships programs and air programs, but are focusing them on platform unique issues and integration of systems into those platforms. The current DASNs for Space/C4ISR and for International Programs will be retained as our emphasis on Space, C4ISR, and International Partnering in Acquisition continues to grow. We will maintain the Director of Acquisition Management Office to support development and training of our professional acquisition workforce. Internal offices such as Acquisition Counsel, Strategic Planning, and Programs and Resources will be restructured and flattened to support this new organization. This restructuring will also reflect the elimination of the principal deputy position in accordance with the Secretary of the Navy's direction.

This focus on integrated systems and better business alignment will extend to a number of the PEOs as well.

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See **Realignment**, page 5

## Follow-up from September Captain's Call

**Question:** Will there be a requirement to use the Common Access Card when NMCI is implemented at FISC?

**Answer:** The CAC card is required for all Navy, and ultimately, all DoD personnel. It is intended to be the multipurpose identification card. It will be used for everything from basic identification to gate/building/door/computer access. If your NMCI seat (desktop computer) was delivered to you today your CAC card would not be used with it. The features of user identification/authentication/access control/PKI certificate via the CAC card with the NMCI seat aren't fully functional as yet. Individuals will need the CAC card now for general identification purposes and later for NMCI.



*In a rare moment at Naval Air Station North Island, four aircraft carriers undergo preparations for future deployments. From left are the USS Constellation (CV64), USS Carl Vinson (CVN 70), USS Nimitz (CVN 64), and the USS John C. Stennis (CVN 74). The Constellation's carrier battle group is scheduled to depart on its six-month deployment in early November. Photo by PH3 Inez Lawson.*

# 2002-2003 holiday leave policy set

The following leave policy is adopted for the 2002-2003 holiday season. While final approval and disapproval of leave and liberty falls within the discretion of the immediate supervisor, it is the Command's intent to grant annual leave to as many of our personnel as possible. Department heads and site directors should validate needs with customers as it is essential that we ensure service is available to support customer needs and their operational requirements throughout the upcoming holiday season.

**Thanksgiving: Nov. 28 – Dec. 2, 2002**

FISC San Diego will authorize liberal leave for civilian employees and special liberty for military members on Friday, Nov. 29.

For civilians, earned compensatory time or use or lose leave must be taken before annual leave. Employees who

desire to report for duty on Nov. 29 may do so.

For military members, the special 96-hour liberty period will cover the end of the workday on Wednesday, Nov. 27, until the beginning of the workday on Monday, Dec. 2. Military members who wish to take leave on the Wednesday prior, or extending through or beyond Dec. 2, will be required to take leave for the entire period.

**Winter Holiday Periods: Dec. 15, 2002 – Jan. 13, 2003**

FISC San Diego authorizes leave for the period Dec. 15, 2002 through Jan. 13, 2003.

For civilian employees, this is an opportunity to take compensatory time or use/lose leave. As with the Thanksgiving holiday, civilian personnel are encouraged to take liberal use of annual leave or other

appropriate authorized leave on Dec. 24 and 31.

For Military members, the first leave period will be from anytime Dec. 15 until 7:30 a.m. Dec. 30. The second leave period will be from close of business Dec. 30 until 7:30 a.m. Jan. 13, 2003. For military members, special liberty will be in effect for the periods from close of regular business on Dec. 23 to the beginning of the workday on Dec. 27; and from close of regular business on Dec. 30 to beginning of the workday on Jan. 2, 2003. Military members who desire to commence or extend their liberty beyond these dates will be required to take leave for the entire period.

As stated above, supervisors must manage leave periods to ensure that appropriate personnel are on board to conduct required tasks and functions to support the needs of our customers and their operational requirements.

## Realignment

continued from page 3

\* We will create a new PEO for Integrated Warfare Systems in order to provide the required discipline and coordination of the architecture and overarching interface principles to which our systems will be developed. This PEO will be responsible for all surface ship and submarine combat systems, missiles (except Trident and Tomahawk), radars, launchers (except Trident), EW, and gun systems. This PEO will combine the combat systems software programs from the present PEO Subs, Carriers, TSC, EXW and Surface Strike. This PEO will also be responsible for coordinating all ASW Warfare Area Programs across PEOs. ASW software development, including the annual Submarine Combat Systems software update, will migrate to PEO IWS, facilitating optimal development of ASW software across platforms. PEO Sub will continue as the complimentary buy and build organization for the efficient and synergistic development of ship and submarine sensors, supporting components and torpedoes.

This realignment changes our focus from the current platform centered approach to a more integrated approach across all combat systems. As the Navy moves to open systems architectures and highly integrated systems of systems, it is critical that those efforts have a strong, consistent focus.

\* We will combine the current platform portions of PEO TSC, PEO EXW, PEO MUW, and PEO Surface Strike into a single PEO Ships. This PEO will be responsible for the construction and lifecycle support for our DD, FFG, DDG, CG, DD(X), LCS, MCM, MHC, Amphibious ships including LPD-17, Sealift ships, CLF ships, Special Mission ships, Coast Guard Deepwater support, small boats and craft, and Command ships. This

includes the construction of MSC vessels. It will also address integration of systems into the ships. This allows us to concentrate the knowledge, management skills and buying power of all of our ship construction and modernization in one PEO. It gives the DoN greater leverage across all construction and modernization programs with industry.

\* We will expand the role of the current PEO for Mine and Undersea Warfare, to include EOD, Special Warfare, IUSS, unique Mine Warfare systems, and potentially assault vehicles. This PEO will develop and field all subsurface and surface unmanned vehicles and will integrate all air UAVs. As a result, this PEO will be renamed PEO Littoral and Mine Warfare to more accurately reflect its focus on the entire littoral challenge and to deliver a coherent response to operational requirements.

\* PEO Submarines will be responsible for the design, construction, and transition of submarines and associated systems, Advanced Swimmer Delivery System, ASW targets, submarine rescue, all towed submarine and surface acoustic sensors, torpedoes, submarine unique sonar and combat control systems as well as other systems, such as Imaging and EW suites, unique to submarines. It will also address integration of systems into the submarine.

\* PEO Carriers will focus on the construction and support of carriers, systems unique to carriers and the integration of systems into carriers.

\* PEO Information Technology will be expanded to address the non-tactical information system programs such as DIMHRS, NSIPS, Portals, PKI, and other information systems.

\* A new PEO C4I will be formed. Similar to PEO IWS, it will be the single PEO responsible for shore based C4I systems, Navy afloat networks, Navy shore-based IT infrastructure associated with afloat systems, Navy

satellite communications, submarine communications, naval messaging, Navy command and control systems, electronic combat surveillance systems, tactical command support systems, tactical communications and switching, and strategic communications.

\* Director NMCI remains a direct reporting program manager for all acquisition aspects and OSD/Congressional liaison functions of NMCI.

\* At the present time we are evaluating the structure of the Aviation PEOs, but have not approved any changes.

In conjunction with this new structure, we are also working to streamline the current SYSCOM organizations. We will leverage the strengths of individual SYSCOMs across all the SYSCOMs. For example,

Commander SPAWARSYSCOM will be ADDU as the C4I Chief Engineer to all the other SYSCOMs and will have oversight of any C4I engineering related activity. His primary function is to ensure that all C4I systems, even those related to combat or platform systems are developed as part of a coherent C4I architecture. **Similarly, COMNAVSUPSYSCOM will serve as the logistics support authority for all the SYSCOMs.**

This virtual SYSCOM approach will give visibility to potential disconnects or competing programs across all PEOs and SYSCOMs to ensure our resources are focused on only those efforts that provide the maximum benefit to the fleet and fleet Marine forces.

These changes have been carefully thought out by the existing PEOs and SYSCOMs. It is clear that we must continue to adapt our business structure and practices to ensure we are the most effective at what we do. There are some significant changes here, especially the movement from a platform focus to an integrated system focus.



**L**T Cielo Almanza was born in Kailua, Hawaii and raised in Kaneohe on the windward side of the island of Oahu. He graduated from Seattle University in 1996 with a bachelor's degree in biology.

He began his naval career enlisting as a nuclear electrician's mate. He was selected for Officer Candidate School during his final weeks of the nuclear training pipeline. Upon receiving his commission, he spent a six-month "stash" tour at FISC Puget Sound prior to attending the Basic Qualifications Course in Athens, Ga.

His first sea tour was serving as supply officer aboard USS *Louisville* (SSN 724). During his tour, he earned his Submarine Supply Corps Officer qualification at a quick pace. He also served as the public affairs officer and hazardous material coordinator. He led his Supply Department to their first Supply Blue "E" in over 10 years.

Almanza was also assigned to Naval Submarine Support Command, Pearl Harbor. He served as Submarine Squadron ONE supply officer and assistant NSSC supply officer.

After spending a tour at "home," Almanza crossed the Pacific to join the FISC San Diego team as a NACO intern working in the Regional Contracts Department.

Almanza's awards include two Navy and Marine Corps Achievement Medals and two Navy

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See **LT Almanza**, Page 11

## 100 percent TA now a reality

Joy White

CNET Public Affairs

Following an in-depth review of historical, statistical and budgetary data, the Navy has announced it will immediately increase Tuition Assistance (TA) payments for off-duty voluntary education to 100 percent, a 25 percent increase from the assistance payments in years previous. The increase is retroactive to Oct. 1 and covers Sailors who may have already registered for courses since Oct. 1.

Details are available in NAVADMIN 349/02 at [www.bupers.navy.mil/navadmin/nav02/nav02349.txt](http://www.bupers.navy.mil/navadmin/nav02/nav02349.txt).

Tuition Assistance will cover 100 percent of all tuition and fees related to course enrollment, up to \$250 per semester hour. Because of the increase in TA payments, and the heightened awareness within the Navy of the importance of education, the Navy is anticipating increased numbers of participants in voluntary education programs. To spread the funding over the greatest number of Sailors, there will be a fiscal year funding limit of 12 semester hours (or equivalent) per individual.

"We worked to build the best program we could and still stay within the finite amount of resources available to us," explained Harms. "We believe we have programmed the funding to take us through FY 03."

The design of the new Navy TA program was a joint effort and included input from key leaders across the Navy. Additionally, prior year statistics were analyzed, and it was discovered that the vast majority of Sailors (less than 5 percent) never reached prior year caps, and most took less than 12 semester hours of course work. Harms believes the design of the new program will enable the Navy to have a program that is affordable, and yet will provide a substantial benefit to all participating Sailors.

"We tried to look at every possible angle to be as fair as we could, and support the greatest number of Sailors," said Harms. "At the same time, we wanted

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See **100 percent**, back page

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## 2002 holiday season mailing dates announced

The Naval Supply Systems Command's (NAVSUP) Postal Policy Division, in cooperation with the U. S. Postal Service and military postal officials from all of the services, notes that it's not too early to mail your 2002 Christmas cards and packages to and from military addresses overseas. In fact, everyone is encouraged to beat the last minute rush and bring holiday mail and packages to the nearest U.S. Post Office or APO/FPO military post office by the suggested dates listed below.

For military mail addressed *to* APO and FPO addresses, the mailing dates are:

- Parcel post—Nov. 6
- Space available—Nov. 27
- Parcel airlift—Dec. 4
- Air letters, air cards and priority mail—Dec. 11

For military mail *from* APO and FPO addresses, the mailing dates are:

- Space available—Nov. 20
- Parcel airlift—Dec. 4
- Priority mail, first-class air letters and air cards—Dec. 11
- Express mail—Dec. 18

## Moore named Senior Sailor of the Quarter

Captain Ray Berube has selected Storekeeper 1st Class Lee Hondo A. Moore as FISC San Diego Senior Sailor of the Quarter for fourth quarter fiscal year 2002.

Presenting the award Berube stated, "SK1 Moore consistently displays exceptional leadership as FISC's SIMA site quality assurance leading petty officer and serves as a model for all first class petty officers throughout the Command."

"Petty Officer Moore is an absolute top performer in every respect, stated LCDR Brent Hull, FISC SIMA department head. "He is a focused individual with an outstanding work ethic. He is a stellar performer with the desire for new challenges and puts forth his best efforts in every tasking."

In support of warehouse relocation efforts, Moore was directly responsible for the management of a 100 percent

location inventory consisting of 7,500 line items worth over \$3 million. He meticulously conducted research and auditing which resulted in 99 percent accuracy in reporting and zero lag-time in movement.

Moore is exceptional for his accurate reporting. Level I, fourth quarter STATMAN (Statistical Accuracy Techniques and Reporting) and Gross Monetary Adjustments had a 100 percent, 99.25 percent, and 0.1 percent reporting respectively. Type Commanders goals reported at 95 percent, 98 percent and 3 percent respectively.

Also, two storerooms consisting of 3,000 items worth \$1.1 million were consolidated under Moore's leadership.



Moore's collateral duties include Level I/Submarine Safety custodian, president of the First Class Association, Command training petty officer, and fire marshal/safety petty officer for Naval Station building 7.

As an ardent supporter of command and community programs, Moore volunteers

his services for many good causes such as Meal on Wheels, Edison Elementary School Special Olympics and Roosevelt Middle School Sports Day. He donated his time at the Veteran's Stand Down and at the Red Cross Blood Drive. Putting his leadership and athletic skills to good use, Moore coordinated FISC SIMA's Surface Line Week 10K run and participated in the San Diego Finest City half marathon and Prisoner of War 5K run.

## Delgado named Junior Sailor of the Quarter

Captain Ray Berube has selected Storekeeper 2nd Class Maria E. Delgado as FISC San Diego Junior Sailor of the Quarter for fourth quarter fiscal year 2002.

SK2 Delgado is one of FISC SIMA's top expeditors. She was a major contributor to a cost savings of \$60,265 to the Expediting Division in a three-month period by ensuring orders got canceled for material that was no longer required for completed SIMA jobs.

Delgado's expediting efforts on high-priority requisitions resulted in a 98 percent completion rate on 1,300 SIMA repair jobs for six Commanding Officer's Arrival Conferences.

The USS *Constellation* (CV 64) Battle Group was able to meet all work-ups and her deployment schedule due in part to Delgado's efforts at expediting more than 2,300 mission-critical requirements valued at \$1.5 million.

Delgado also demonstrates hard work and enthusiasm in other collateral and volunteer duties.

She serves as the Command's Morale, Welfare and Recreational coordinator,

secretary of the FISC/Command Assessment Team Focus Group and the FISC SIMA sites organizer for the Meals on Wheels Program.

As president of the Second Class Association, she is coordinating events for Hispanic Heritage Month including FISC SIMA's departmental picnic.

She volunteered with the Roosevelt Middle School's book drive, mentor program and assisted with textbook distribution.



Her enthusiasm helped motivate more than 40 percent of the Command to get involved in the Veteran's Stand Down for homeless veterans.

In addition to these responsibilities, Delgado is furthering her education and currently pursuing a bachelor's degree in Business

at National University.

LCDR Brent Hull, SIMA department head, stated, "Petty Officer Delgado is a self-starter and is recognized as one of the most reliable and motivated petty officers in this entire Command. She is a customer service-driven individual, always looking for ways to improve operations and personnel in order to provide the best possible supply support."



Shanna  
Bradley

**Occupation:** Computer Specialist

**Birthplace:** Long Branch, N.J.

**I graduated from:** Hilltop High School, Chula Vista.

**What brought me into civil service:**

My father worked in civil service for 35 years and it seemed like a pretty secure job back then.

**Hobbies:** Riding my motorcycle, swimming, walking and reading.

**Nobody knows I am:** A volunteer for Special Olympics.

**Pet peeve:** Slow drivers driving in the fast lane.

**If I could change something, it would be:** To have a woman president.

**Secret to success:** Save, save, save, but also have fun.

**If I could do it over, I'd:** Never have bought a renovation house!

**I've never been able to:** Communicate very effectively.

**The last good book I've read:** "Black Market" by James Patterson

**Favorite quote, motto or phrase:** My spiritual quote is: "To make the right choices in life, you have to get in touch with your soul. To do this, you need to experience solitude, which most people are afraid of, because in the silence you hear the truth and know the solutions" (Deepak Chopra). My funny quote is: "If at first you don't succeed, try again. Then quit. There's no use being a damn fool about it" (W.C. Fields).

**Favorite singer/group:** Celine Dion, Alicia Keyes, Earth, Wind & Fire, and Isley Brothers.

**I wish I could stop:** Worrying about the little things.

**The one thing I like best about myself:** My love for animals.

**I am most proud of:** Losing 105 pounds.

## Policy on receiving personal mail through CMF

The Department of Defense Official Mail Manual (DOD 4525.8-M) prohibits DoD employees located on CONUS installations from receiving or sending personal mail through an official mail center, such as the FISC San Diego Consolidated Mail Facility.

This policy ensures DoD personnel and resources are not used to duplicate services the U.S. Postal Service (USPS), by law or agreement is obligated to provide. This restriction is also important because of the events of the past year.

Personnel residing in on-base housing (family quarters or bachelor quarters) or residing off base where USPS provides delivery service must receive personal mail at their residence. The following are exceptions to this policy:

(1) All mail bearing an official Federal Government return address must be delivered to the addressee.

(2) Unaccompanied personnel living in bachelor quarters on installations where the USPS does not deliver mail are authorized to receive personal mail at their workspace through the serving official mail center.

(3) Military personnel, their family members, and DoD civilians transferring from one location to another under permanent change of station (PCS) official orders may receive mail through the mail center until a permanent address has been established. This authorization is normally for a 120-day period.

Civilians and military personnel currently receiving personal mail at their workspace must contact their correspondents to advise them of a home address to send mail. With the exception of personnel who have just reported for duty, individuals receiving personal mail will be allowed no more than 60 days to change their address.

For more information contact Richard Whitmore, CMF director at (619) 556-7479 or DSN 522-7479.

### Upcoming CWR events...

**Holiday Arts and Crafts Fair**, Nov. 14, Broadway Bldg. 1, 8 a.m. - 4 p.m.

**Command Annual Holiday Luncheon**, Dec. 12, Marriot Mission Valley, 8757 Rio San Diego Drive.

**Ticket Prices:** Nov. 1-29 (early bird) \$6

Dec. 1-6 (after ticket deadline) \$8

Contact your CWR board member to purchase tickets.

#### Holiday Luncheon menu:

*Bountiful salad bar, antipasto platter (assorted marinated Italian meats, cheeses and vegetables served with assorted breads and crackers), tomatoes with eggplants, feta and basil, cranberry and fruit salad, rolls and butter, carved roast turkey, salmon Florentine (whole side of salmon with spinach wrapped in a puffed pastry and served with a lemon thyme sauce), Yukon mashed potatoes and gravy, homestyle apple sage dressing, fresh seasonal vegetables, assorted desserts, coffee, tea, decaffeinated coffee and iced tea.*

## FISC offers course on using DLA logistics data and WEBCATs

**Course:** Using DLA Customer Logistics Data and WEBCATS

**Date/Time:** Thursday, Nov. 21, 2002, 8 a.m. - 4 p.m.

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

**Prerequisite/Cost:** None

**CEU:** 0.6 Continuing Education Units awarded for successful completion of this course.

**Objective:** This course provides the participants with an understanding of the Defense Logistics Agency's logistics data and how to use a number of Web sites created to enhance access to logistics information. The course will provide hands-on training on a number of Web sites, including ones from Defense Automated Addressing System, Distribution Standard System, DLA Requisition Tracking and NSN Query, and WEBCATs. Participants are encouraged to bring problems they are currently researching so they can be worked during the class. A handy WEBCATs desk guide will be provided to class participants.

**Target audience:** This course is designed for military service and civilian agency customers who interface with the Defense Logistics Agency (DLA) and require an understanding of DLA logistics data. It is specifically designed for personnel who are required to provide status of shipments, verify stock availability, verify due-in or backorder information or research address files.

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

## Navy building knowledge management portal

**Journalist 2nd Class J. D. Walter**

NPDC/Task Force EXCEL Public Affairs

The Navy's Revolution in Training is creating new educational tools and opportunities for Sailors throughout the Fleet. Now, Navy Education and Training has developed a new way for Sailors to manage their careers via the Internet.

The Navy Knowledge Online (NKO) Web site, the knowledge management portal, gives Sailors instant access to all training and educational information related to their chosen occupational fields.

Knowledge management is the gathering of organizational processes, systems, methodologies, visions and resources into a centralized location. For Sailors, the knowledge management portal assists in identifying career paths, milestones, and educational tools and opportunities. For the Navy, this provides greater operational efficiency and eliminates organizational redundancies.

The faceplate of the portal contains individualized Web pages that Sailors can customize. This portable Web page is assigned to Sailors during boot camp, and will remain accessible throughout their Navy careers.

The portal gives Sailors access to the most relevant and up-to-date career information. It's as easy as "point, click, and learn!"

To learn more about the knowledge management portal, visit [www.excel.navy.mil](http://www.excel.navy.mil), or visit NKO at [www.nko.navy.mil](http://www.nko.navy.mil). For more Task Force Excel news, visit their custom NewsStand page at [www.news.navy.mil/local/tfe](http://www.news.navy.mil/local/tfe).

## FISC San Diego Training Calendar for December 2002

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

[fiscsd\\_training@sd.fisc.navy.mil](mailto:fiscsd_training@sd.fisc.navy.mil).

Supervisory approval is required.

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

### What Matters Most - A Franklin Covey Time Management Workshop

Dec. 3, 8 a.m. - 4 p.m.

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

### Situational Leadership

Dec. 3-4, 8 a.m. - 4 p.m.

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

### Tapping Into Your Creativity

Dec. 5, 8 a.m. - 4 p.m.

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

## PC Learning Center Classes

### December 2002

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

[fiscsd\\_training@sd.fisc.navy.mil](mailto:fiscsd_training@sd.fisc.navy.mil).

Supervisory approval is required.

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

**Introduction to Access** - Dec. 2

**Introduction to Excel** - Dec. 3

**Intermediate Access** - Dec. 4

**Intermediate Excel** - Dec. 5

**Advanced Excel with Pivot Tables** - Dec. 9

**Introduction to PowerPoint** - Dec. 10

**Intermediate PowerPoint** - Dec. 12

**Advanced Access** - Dec. 17

# FISC SD hosts 5 Star Intranet Kick-off Meeting

**Darlene Shaw**

e-Business/Knowledge Management

FISC San Diego hosted a Kick-off Meeting for the 5 Star Intranet project Oct. 22-23. The 5 Star Intranet will be the internal, private Web site for the Naval Supply Systems Command claimancy. This site will be accessible to all NAVSUP claimancy employees regardless of their physical location. The site will be protected with Private Key Infrastructure (PKI) certificates.

The 5 Star Intranet will be a major communication channel for the claimancy. It will include Community of Practice (CoP) tools which will allow teams to have digital work space regardless of whether the teams are central to one location or spread out nationwide.

Another component will be document management. This capability will permit sharing of information and documents claimancy wide. The site will

be interactive; users will not just be getting information one way, they will also be inputting information to share with others and using applications appropriate to their work tasks.

The Web site will focus on two to four initial capabilities. These initial efforts will be appealing to all within the claimancy and will be based on what was identified by conference participants. The plan is to roll-out new capabilities a few at a time so that the site will be useful while new development occurs. Look for the first implementation in March 2003.

Conference attendees included NAVSUP Headquarters, Navy Supply

Information Systems Activity, Naval Inventory Control Point, all the FISCs, Fitting Out and Supply Support Assistance Center, Naval Transportation Support Center, and Naval Ammunition Logistics Center personnel.



*FISC SD hosted the 5 Star Intranet Kick-off Meeting on Oct. 22-23 which included attendees from throughout the NAVSUP claimancy.*



## Invest in your future – support CFC

**Joe Zakocs**

Command Support Department

The Combined Federal Campaign began Oct. 1 at FISC San Diego. CFC is the once-a-year opportunity offered to us as federal employees to support a wide variety of human health and welfare charitable agencies.

Supporting CFC is like making an investment in our future. None of us is immune from the variety of challenges that CFC agencies are working to solve every day.

Just review the list of agencies in the Contributor's Brochure and you will, most likely, find several organizations that dedicate their services in support of an ailment, a condition, or a cause that has directly affected you or a member of your family. Without exception, each of us has had our lives influenced by some CFC agency.

CFC needs your help to make this happen. If you have not yet submitted your pledge card to your CFC worker, please do so today. There is no minimum to pledge, and any amount can help change despair into hope for a better tomorrow.

Only you can determine how successful our CFC campaign will be. Change tomorrow today.....contribute through the CFC.

## SDSCA to hold luncheon Nov. 14

All local active-duty and retired military and civilian Supply personnel are invited to attend the San Diego Supply Corps Association luncheon at the Harbor Inn-Lighthouse Room, Naval Base Point Loma on Nov. 14 at 11:30 a.m.

The guest speaker for the luncheon will be retired Supply Corps Rear Admiral John Ruehlin, president of Ruehlin Associates.

The cost for the luncheon is \$12 and will be collected at the door.

Please RSVP at [www.sdsc.org](http://www.sdsc.org) or by contacting LT Cody Hodges at (619) 532-1117, DSN 522-1117 or by e-mail to [cody\\_1\\_hodges@sd.fisc.navy.mil](mailto:cody_1_hodges@sd.fisc.navy.mil).

## *New Arrivals*

Congratulations to **SK3 Carrie M. Armendariz** on the birth of her son, Bryce Jamison.

## *Letter of Appreciation*

**Cherise Whitney, Stephen Sinatra, Florentino Pedroso, Geraldine Thornton, Lynda Hall and Elizabeth Ferguson**, Code 200, for support provided in preparing two agency reports due to the General Accounting Office.

## *Customer Satisfaction Surveys*

**Deborah Reynolds**, Code 280, for contracting support provided to the Naval Postgraduate School.

**Antonia Duenas-Ignacio**, Code 280, for contracting support provided to the Naval Ordnance Safety & Security Activity, Explosive Safety Support Office, Pacific, the Naval Dental Center, Camp Pendleton, the Naval Warfare Center, Corona, and the Naval Weapons Station, Seal Beach.

**Cindy Tafoya**, Code 280, for contracting support provided to the Naval Criminal Investigative Service.

**Glenn E. Brown**, Code 240, for contracting support provided to the Consolidated Mail Facility and to the Naval School of Health Sciences.

**Michelle Beltran**, Code 280, for contracting support provided to the Naval Warfare Center, Corona.

**Iris Washington**, Code 280, for contracting support provided to the Naval Dental Center, Camp Pendleton.

**Ralph Franchi**, Code 260, for contracting support provided to the Naval Air Depot San Diego.

**Cassandra Wells**, Code 230, for brief provided to the Naval Reserve Readiness Command Southwest during their Storekeeper's Workshop.

## *Special Achievement Awards*

**Lynda Bradford**, Code 113D1, for support provided to NADEP North Island in processing purchase requests in support of aircraft equipment, facilities construction, modification and installation.

**Mattie Buchanan**, Code 122D1, for support provided to NADEP North Island in the development of technical specifications, requisition processing, material support and processing joint instructions.

**Elsa Escamilla and Mona "Gail" Quinn**, Code 122D1, for dedicating numerous hours to support the design, testing, training and implementation of the NAVSUP SMART ERP Pilot.

## *Navy and Marine Corps Commendation Medal*

**SKCS(SW) Maria N. Aquino** for service material division officer, FISC SIMA site, from Sept. 1999 to Oct. 2002.

**SKC Tammie L. Gallagher** for service as customer service issue and stow leading chief petty officer, FISC SIMA site, from Oct. 1999 to Oct. 2002.

**SK1(SW) James A. Harbin II**, for service as expeditor and hazardous material storekeeper, FISC SIMA site, from June 1999 to Nov. 2002.

**SK2(SS) Fletcher M. Stone** for service as submarine maintenance division supply leading petty officer, FISC SIMA site, from April 2000 to Oct. 2002.

**SK2 Maria E. Delgado** for service as casualty reports and expediting storekeeper, FISC SIMA site, from March 2001 to Aug. 2002.

**SK2(SW) Patricio M. Cabrera** for service as casualty reports and expediting storekeeper, FISC SIMA site, from Jan. 2001 to July 2002.

## *Letter of Commendation*

**SK1 Lee Hondo A. Moore** for performance of duties while serving at FISC SD from July-Sept. 2002.

**SK2 Maria E. Delgado** for performance of duties while serving at FISC SD from July -Sept. 2002.

## *Good Conduct Award*

**SK2(SS) Fletcher M. Stone, SK2(SS) Kedreon S. Cole, SK2 Horatio S. Green, and SK2 Darlene J. Breese** in recognition of faithful, zealous and obedient naval service.

## *Promotions*

**LT Cielo I. Almanza** for appointment to rank of Lieutenant.

**EO3 Todd K. Westlund** for appointment to rank of Equipment Operator Third Class.

## Enterprise News Briefs

U.S. Naval Reserve **Rear Admiral James S. Allan** is being recalled to active duty to serve as Vice Commander, **Naval Supply Systems Command** effective Nov. 1. He will serve a six-month Active Duty for Special Work (ADSW) at NAVSUP Headquarters. His primary mission will be to manage transformation initiatives within the NAVSUP claimancy.

On Oct. 4 **Captain Edward P. Naranjo** relieved Captain J. J. Prendergast as commanding officer, **FISC Jacksonville** and Southeast Regional Program Manager for Supply And Logistics.

On Oct. 11 **RDML Mark Harnitchek** relieved RADM Mike Finley as Commander, **Naval Inventory Control Point**.

Congratulations to the following NAVSUP claimancy FY 2003 Commander Sea Board selectees: **Dianne A. Archer**, FISC Pearl Harbor; **Michael K. Lucas** and **Randall W. Moore**, NAVICP Philadelphia; and **Patrick O. McCabe** and **Jeffery S. Wolfe**, NAVSUP headquarters.

### **LT Almanza** continued from page 6

and Marine Corps Commendation Medals.

He is accompanied by his lovely wife, Michelle. His hobbies include playing just about any sport, playing the ukulele, learning to play guitar, and cooking.

**100 percent**  
continued from page 6

to make sure that this benefit was not viewed in isolation. Sailors should also take advantage of the other voluntary education programs such as free DSST (DANTES Standard Subject Testing) and CLEP (College-Level Examination Program) tests. Funding for active duty education can also be found through the Montgomery G.I. Bill and Veterans Education Assistance Program (VEAP) for those who are qualified for these programs.

For more information about voluntary education programs within the U.S. Navy, visit the Navy College Web site at <https://www.navycollege.navy.mil/>.

**TSP OPEN  
SEASON NEW  
DATES:  
Oct. 15 to Dec. 31,  
2002**

During the open season, you may begin contributing to the TSP or change the amount of your TSP contribution.



**Federal Employees  
Health Benefits  
Open Season:  
Nov. 11-Dec. 9,  
2002**

FEHB information can be found at [www.opm.gov/insure/health](http://www.opm.gov/insure/health).

## Trying to Find Something on the Web?

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

There are many search engines available on the World Wide Web. But they are not all the same. The first step is to define what's a "search engine." Misleading as it sounds, a search engine is not a physical piece of equipment. It is a computer program that creates indexes of Web sites by subject, name, and other types of criteria. Some search engines really aren't search "engines" at all; they are the manual compiled index of sites created by a human being. Others result from automatic programs called "spiders" (surprise term there!) which "crawl"



through the Web using links between sites to change location. Yet another type of search engine is the output from searching other search engines; these are called "meta-search" engines.

Depth of search is one factor on which you should be knowledgeable. Web sites are organized in a similar fashion to organization charts. There is the "Home" page which is the page at the top of the structure. Below it are the pages to which the Home page links - this becomes the second level in the structure. The pages in the third level are pages linked from the second level, and so on. There can also be links back to pages in higher levels as well as between pages at the same level.

There are search engines which only index the top pages of a Web site. There are search engines that index all the pages of a Web site. Some search engines only index Web site pages which the site's webmaster submits to be indexed. Some of the manually compiled search engines will

index a site when first received from the webmaster but may later drop it from the index if the site is not deemed worthy of keeping in the index. Some sites are contained in a search engine index because they have paid to be there. Often the paid sites will appear at the top of search results.

There are lots more details to know about how search engines work but the point is to know they are not all the same. If you are searching on one search engine and cannot find the information, don't give up. Try your search on another search engine or several others. If you are searching for obscure information which may have

little Web presence, then try searching with a meta-search engine. Another technique is to use

the "Advanced" search feature which most search engines have as an option. Be sure to read the help for these advanced searches because each search engine has its own methods for advance searches.

If you want to know the details about the search engine you use, usually there will be a link from the Home page that uses "About." This would be the first place to look for a description of how that particular search engine is done. If you still have questions about how to use a particular search engine - try using the "Contact Us" link on the site to ask questions. Web sites are usually very responsive.

Search engines want you to use their site because more users justifies higher prices charged to their advertisers and higher volumes of advertisers. It's a Win - Win scenario for the search engines and for the users. They make money and we have great tools to get the job done!