



# *the* Network

Vol. 19, No. 8 \_\_\_\_\_ Fleet and Industrial Supply Center, San Diego \_\_\_\_\_ October 2001

## **SMARTWebMove team wins travel award**

FISC San Diego has won a 2001 Travel Managers of the Year Award for developing and implementing SMARTWebMove, an Internet-based program to arrange Navy household goods moves.

The award, sponsored by the Government Executive Magazine, is given to government agencies to recognize innovation and achievement in travel management. It will be presented to FISC San Diego at a ceremony in Washington, D.C., on Nov. 6.

The U.S. military is one of the largest relocation companies in the world, arranging thousands of moves annually for service members. The Navy alone transfers members on average every three years, resulting in about 150,000-200,000 moves annually.

SWM, sponsored NAVSUP and the DON eBusiness Office, is the first interactive program in DoD to provide move application forms and customized entitlements counseling online. The program is available to active-duty Navy service members 24-hours a day, seven days a week from home, work, on board ship, or anywhere they have Internet access.

Arranging a household goods move using SWM only takes about an hour and eliminates the need for service members to leave work and go to a Personal Property Office, resulting in potential savings of \$10 million annually in recouped personnel time alone.

"There is no similar system in either the public or private sector that offers this level of customer service and efficiency for scheduling household goods moves," said Capt. Rob Ritchie, FISC executive officer and SWM program director. "Customer response from San Diego Sailors has been exceptionally positive."

SWM currently services San Diego-based Sailors and their families. Robert Vail, SWM project officer, says the Navy has plans to expand the program to include other origins and destinations. "Shipments originating at other Navy PPOs within CONUS are scheduled to begin in 2002, with expansion to overseas locations beginning in 2003," said Vail. "Other military services have expressed interest in offering SMARTWebMove to their members as well."

In a letter of congratulations, NAVSUP com-



Photo by Rod Rodriguez

**Being selected for the NAVSUP 2002 Corporate Management Development Program put smiles on the faces of these well-deserving FISC San Diego employees. Pictured with commanding officer Capt. Ray Berube are from the left Phillip Dyck, Terri Bratcher, Margie Hontucan, Janet Bowman and Marie Bohrisch.**

## **Five FISC employees selected for CMDP**

FISC San Diego employees Marie Bohrisch (112), Teresa Bratcher (073), Phillip Dyck (040), Margarita Hontucan (210), and Janet Bowman (040) were selected for the NAVSUP 2002 Corporate Management Development Program.

Based on the recommendations of the Civilian Executive Advisory Board, Larry Glasco, NAVSUP executive director, made the selections following a careful review of many highly qualified nominees from throughout the NAVSUP claimancy.

*Continued on page 8...*

mander Rear Adm. Dan McCarthy said, "It's truly a pleasure to see superior performance rewarded, especially in such an important quality of life arena for our Sailors. My congratulations to the entire FISC San Diego team who made it happen."

SWM team members include FISC San Diego employees John Ballard Jr., Linda Clark, Nannette Davis, Archelle Dean, Nancy Diaz, Octavia Fulgham, Phuong Hua, Lee Johnson, Sheila Johnson, Terry Koch, Gary Lester, Louis Marbrey, Chuck Novak, Capt. Rob Ritchie, Debra Sutherland, Donna Vail, Robert Vail and Patricia Woelk; Susan Ducombs and Richard McIntire, NAVSUP; and Mike Hsu, Patrick McKinney and Bruce Savaglio, Oracle.

To access SMARTWebMove on the Internet go to [www.smartwebmove.navsop.navy.mil](http://www.smartwebmove.navsop.navy.mil). Additional information on SWM can be found on the home page of the FISC San Diego web site at [www.sd.fisc.navy.mil](http://www.sd.fisc.navy.mil).

The last three weeks have been a very busy time. Although we have been challenged by increased operational requirements, an increased security posture, and more traditional challenges such as year-end close out, you all have consistently demonstrated flexibility and innovative management to satisfy all mission requirements in a superb manner. Well done to all FISC employees!

This current article of *The Network* includes some excellent information. I would like to comment on a few articles in particular. First, *SMARTWebMove*, has won the 2001 Travel Managers of the Year Award, which is sponsored by the Government Executive Magazine. The Household Goods team, with support from other codes within the FISC, has developed a web-based customer scheduling process, which will be the template for the entire NAVSUP claimancy.

Congratulations are also in order for five of our employees who were selected for the NAVSUP 2002 Corporate Management Development Program. Janet Bowman, Marie Bohrisch, Terri Bratcher, Margarita Hontucan and Phillip Dyck are now part of the CMDP.

### 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).

We have also kicked off our annual Combined Federal Campaign. The Department of the Navy has identified a number of CFC charities which are directly supporting those individuals impacted by the Sept. 11 terrorist attacks. The CFC article on page 7 provides more information. I ask that you consider this year's CFC drive and contribute if you so choose.

Helen Niemi has contributed an excellent article summarizing the content of the quickly evolving new NAVSUP Strategic Plan. I realize that strategic plans often seem distant, and perhaps uninspiring; however, I have found this new plan, which is being championed by Rear Admiral McCarthy, to be very unique. I ask you to please read Helen's article. Some of the main tenets of the plan include greater emphasis on field activity input and its role in achieving the goals of the NAVSUP single enterprise. Rear Adm. McCarthy most recently served at Commander-in-Chief, U.S. Pacific Fleet. He brings a strong fleet / waterfront focus to NAVSUP and believes the FISC has a critical role in delivering combat capability through logistics to the warfighters of the Navy.

On page 11 we document a number of civilian and military personnel who received awards and recognition during the past month. Collectively they've



**Capt. Ray Berube**

made a huge contribution to the command and the nation. I would like to wish "fair winds and following seas" to the following retirees: Dennis Draher, Jim Conrad, Pete Nalevanko, Suzanne Roberts and Roger McClanahan. These professionals together have contributed more than 157 years of dedicated service to our government!

In the coming weeks and months I ask you to continue to focus on mission accomplishment and safety and security. Keep charging!

Change Tomorrow Today - Contribute to CFC  
FISC SD Campaign runs until Nov. 9, 2001



# United We Stand – A new strategic plan for all

By Helen Niemi, Code 040

Given our new NAVSUP commander and the events of Sept. 11, one could expect there might be change in the wind — change to our basic Strategic Plan for the NAVSUP community, change that will be stated with a united voice throughout the claimancy. With ONE VOICE we share the same Strategic Plan!

Rear Adm. McCarthy and his team, which includes Capt. Berube, Capt. Barnes and Mike Stames, have drafted a new Strategic Plan. There was no foreknowledge of the events of Sept. 11, yet when I looked at the new plan on that day, my first thought was that there could be no better statement of where we should be headed. While our Mission and Vision remain unchanged, the goals have been reformulated. Rear Adm. McCarthy has added a 'Purpose' statement: *delivering combat capability through logistics*.

Consider also the words of Adm. Vern Clark at the NAVSUP Change of Command in July: "And now as the CNO, I have to tell you that I'm a firm believer that our future and our ability

to be the kind of Navy we want to be in the future depends on this place and what you all do here. . . amateurs talk tactics but professionals talk logistics. . . . And the truth is that, no matter how capable a force that we build for this nation, it's useless if it's out of ammo, it's useless if it's out of gas, it's useless if it's out of food."

While witnessing the events that unfolded Sept. 11, could anyone doubt the power of logistics capability? The movement of supplies and services to people in need was staggering. Going a step further, that's where we fit in.

**Our Purpose** — Delivering combat capability through logistics.

**Our Mission** — To provide Navy, Marine Corps, Joint and Allied Forces quality supplies and services on a timely basis.

**Our Vision** — We will be the customers' choice for best value products and services, where a single request by the customer activates a global network of sources and solutions. In short, "One Touch Supply."

In a letter to Supply Corps captains and flag officers, Rear Adm. McCarthy stated, "I have used a set of four focus areas and three enablers that have

shaped my strategic thinking ...The focus areas are: Combat Capability, People, Quality of Service, and Joint Logistics. The enablers are Communications, Technology and Business Practices. With this as a framework the following new goals were developed.

**Goal 1:** Deliver products and services that provide effective *Combat Capability* while ensuring best value to the warfighter.

**Goal 2:** Develop our *People* into a skilled and flexible logistics team that is involved, motivated and focused on enterprise goals.

**Goal 3:** Demand and achieve the highest standards of *Quality of Service*.

**Goal 4:** Become a leader in *Joint Logistics*.

**Goal 5:** Be the pre-eminent military logistics enterprise by leveraging *Technology*, best *Business Practices* and world class *Communications*.

The projection is that we will have a new Strategic Plan with all the goals, strategies and objectives finalized by the end of October.

With Sept. 11 in mind, I know that my role at FISC is delivering combat capability through logistics. I know that I, like each and every other employee, am part of that Supply Chain that brings supplies and services to the warfighter. Together we are building a stronger America. Together we are defending America.

## Navy seeking eBusiness ideas

By NAVSUP Public Affairs

Approximately 30 to 40 eBusiness pilot projects proposed by Navy and Marine Corps commands and activities will be funded by the Department of the Navy eBusiness Operations Office during fiscal year 2002.

In fiscal year 2001, the DON eBusiness Operations Office selected and funded eight such pilot projects from more than 360 submissions.

Karen L. Gadbois, director of the eBusiness Operations Office's Pilot Funding and Project Management Group said, "This is a tremendous opportunity for the Department of the

Navy to develop business solutions through the use of technology, and we strongly encourage Navy and Marine Corps activities to continue submitting proposals."

Pilot project proposals should be designed to develop and implement innovative eBusiness solutions to improve readiness, business processes and quality of work or life. The goal for pilot initiatives is to quickly demonstrate a proof of concept, generally within 90 to 120 days, at a cost of \$1 million or less.

Pilot nominations may be submitted to the DON eBusiness Operations Office web site, [www.don-ebusiness.navsop.navy.mil](http://www.don-ebusiness.navsop.navy.mil).

### Story ideas wanted

Faye Sherbert, Code 130C, has volunteered to write "human interest" type stories for the Network and she is looking for ideas. Please send your ideas to Faye via email at [faye\\_b\\_sherbert@sd.fisc.navy.mil](mailto:faye_b_sherbert@sd.fisc.navy.mil). You can also reach her at (619) 545-7448.

### FISC West 319 successfully completes Tandem Thrust exercise

By Lt. Cmdr. Randall Ramian, USNR

NR FISC West 319, a Naval Reserve Unit supporting FISC San Diego, recently returned from the successful Tandem Thrust Exercise 2001 in Rockhampton, Queensland, Australia.

The Reserve Unit provided over 950 hours of direct logistics support to this multi-national, joint exercise while specifically supporting the Combined Exercise Support Group. They received seven certificates of recognition from Rear Adm. John Costas, director of the Combined Exercise Control Group, and CECG deputy director, Brig. Peter Kilpatrick.

Lt. Cmdr. Randall Ramian, FISC West 319 commanding officer, served as the exercise deputy logistics cell officer-in-charge and supply officer for a combined daily population of more than 1,500 for Rockhampton, Shoalwater Bay, and Gladstone camps. Cmdrs. Allie Coetzee and Mike Berry, two former Unit 319 commanding officers, also participated in the exercise.

SHC Jim Friedman and SKC Annie Andersen provided critical logistics accountability and project management support while serving as exercise supply chiefs. SK1 Jose Miller, SK2 Taofeek Laguda, SK2 Pete Sanchez, and SK3 Erich Klain had important roles as supply expeditors and logistics clerks.

The Reserve Unit provided supply support in the initial pre-exercise camp and set-up, during the exercise, and for post-exercise inventory, equipment, and fiscal reconciliation.

FISC West 319 assisted significantly in the combined U.S. and Australian Military Logistics Support Requirements costs reconciliation, a \$500,000 MLSR sharing of a \$3 million exercise budget. They issued and tracked all supplies and consumables, provided food, exchange, and barber services, and managed all inventory

and equipment. They also assisted with supply and food service accountability, and provided guidelines for logistics project management.

Unit members also made significant contributions to camp and community morale. During off-hours, they drove the camp liberty shuttle and volunteered for several community service assignments such as a high school library project, and made visits to senior citizen homes.



Official U.S. Navy photo  
SK2 Taofeek Laguda (left) and SK2 Pete Sanchez of Reserve Unit FISC West 319 take inventory in the Food Service warehouse during Tandem Thrust Exercise 2001 in Rockhampton, Queensland, Australia.

NR FISC West 319 is supported by the Naval & Marine Corps Reserve Center in Encino, Calif., and drills weekends at FISC San Diego.

### Relief Act invoked for called-up service members

By Jim Garamone  
American Forces Press Service

WASHINGTON (NNS) — Defense Secretary Donald Rumsfeld announced that the government is instituting the Soldiers' and Sailors' Civil Relief Act to help those called to active duty.

The act, passed to aid those called up in 1940 for World War II service, advises all lenders to reduce rates on mortgages to no more than 6 percent to all members of the military on active duty.

This affects all active-duty forces, but in different ways. Active-duty members must have incurred

the debt previous to the time of entering active service. For those Reservists who are being called to active duty, the debts must have been incurred prior to the date of their call-up.

The act prohibits lenders from foreclosing against any military personnel during and immediately following their tour of active duty. It helps military renters by ensuring they cannot be evicted from their property. The act also allows military renters to terminate leases without penalty if doing so is in their own interests.

Call toll-free (888) 297-8685 for more information or go to the HUD web site at <http://www.hud.gov>.

# Reservist benefits, employment rights in call-ups

Printed courtesy of FEDweek

*(Editor's note: this is the first of a two-part series on benefits and employment rights of federal workers who are mobilized. Part two will cover job restoration rights and Thrift Savings Plan contributions.)*

A mobilization of Reserve forces due to the recent terrorist action could have significant impact on federal employees, since some 65,000 federal and postal employees are members of National Guard or Reserve units, with another 56,000 civilian federal employees serving as "dual status" military Reserve technicians.

Policies regarding benefit and employment rights of federal workers who serve active duty in general are governed by the Uniformed Service Employment and Reemployment Rights Act of 1994.

## Insurance Benefits

The Federal Employees Group Life Insurance of an employee who takes leave without pay to enter the uniformed services continues at no cost for up to 12 months in non-pay status. If the employee separates, life insurance continues for up to 12 months, or 90 days after uniformed service ends, whichever is sooner. There is no cost to the employee for this extension of coverage.

## Health Insurance

If you enter one of the uniformed services for 30 days or less, your Federal Employees Health Benefits program enrollment will continue without change. Withholdings and government contributions will also continue, as long as you are in pay status or until your military orders are changed so that your period of duty is more than 30 days.

If you enter on active duty or active duty for training in one of the uniformed services for more than 30 days, you may continue your FEHB

enrollment for up to 18 months. Or, you may elect to terminate your enrollment as of the day before entering active duty. If you terminate your enrollment, your employing office must promptly process a Notice of Change in Health Benefits Enrollment (SF 2810) to notify your health benefits carrier of the termination.

If you continue your enrollment during military service, you are responsible for the employee share of the premiums for the first 12 months, just like any other employee in leave without pay status. During the last six months of the 18-month period, you must pay both the employee and the government shares of the premium, plus an additional 2 percent of the total premium, on a current basis.

Your employing office may waive the requirement that you pay your share of FEHB premiums during all or any part of the 18-month period.

## Leave

You may use accrued annual leave prior to LWOP-U.S., you may choose to receive a lump-sum payment for the balance of unused annual leave upon entry into active duty military service, or you may carry over the annual leave until you are restored to civilian status. You will not earn additional annual leave while you are in LWOP.

Your sick leave will be held in your leave account until you return to federal civilian service. You will not earn additional sick leave while you are in a LWOP status, and you cannot use civilian sick leave while on active duty. Each fiscal year, employees under permanent appointment are entitled to 15 calendar days of military leave, with pay, to perform active duty as a member of a Reserve Component. Part-time employees are entitled to military leave pro-rated according to the tour of duty.

Employees may carry over 15 days of unused military leave into a new fiscal year. Therefore, potentially they may have a total of 30 days to use in

any one fiscal year. This means that Reservists whose military duty spans two fiscal years may use up to 45 days of military leave at one time. Non-workdays count against the 15 days of military leave allowed during the year except when the non-workdays occur at the beginning or end of the military leave period.

## Fleet addresses for Operation DEAR ABBY mail

The Fleet Mail Center addresses for Operation DEAR ABBY holiday mail this year are: ANY SERVICE MEMBER, OPERATION DEAR ABBY, FPO AE 09646 for Sailors and Marines stationed in the Mediterranean Basin; and ANY SERVICE MEMBER, OPERATION DEAR ABBY, FPO AP 96385 for Sailors and Marines stationed in the Pacific Basin.

Both Fleet Mail Centers will accept Operation DEAR ABBY mail from Nov. 15, 2001 to Jan. 15, 2002.

To ensure Operation DEAR ABBY mail is received within the required time window and falls within DoD security guidelines, it will be limited to first-class letter mail, 13 ounces or less only.

Operation DEAR ABBY is a goodwill effort begun 17 years ago by nationally syndicated columnist Abigail Van Buren to bring holiday cheer to the men and women of the U.S. Armed Forces. Through her column she solicits patriotic Americans to send cards and letters to service members stationed overseas.

# Navy personnel must ensure proper use of purchase card

The Department of the Navy purchase card is a vital and valuable tool that enables the Navy to meet its mission and support the Fleet in the most efficient and effective manner possible.

A recent GAO report identified a number of instances of misuse and abuse of the purchase card by Navy employees.

Every individual involved in the

DON Purchase Card Program is personally accountable for strict adherence to DON purchase card policies and procedures. Cardholders, approving officials, and agency program coordinators each carry specific responsibilities that are clearly delineated in Navy policies. Each individual is expected to know their role in the program and to adhere to the governing policies.

Purchase cardholders are reminded to screen all available sources of supply before initiating any buy action, and that requirements which are over the micro-purchase threshold may not be split to make several purchase card transactions.

Misuse and abuse of the DON purchase card reflects poorly on the entire department. It is the duty of all individuals, both uniformed and civilian, to ensure that card purchases are necessary, proper, and reasonable both in terms of the supply or service purchased, as well as its price.

In addition to revocation of the purchase card, misuse and abuse of the card can have serious disciplinary consequences. For military personnel, such actions are violations of the Uniform Code of Military Justice and may result in court-martial, non-judicial punishment, or adverse administrative action. For civilian personnel, misuse and abuse constitute misconduct for which the full range of disciplinary measures is available.

Additionally, in appropriate instances, failing to comply with purchase card policies and procedures may be considered in the performance evaluation of cardholders.

## Sailors, Navy families to benefit from BAH changes

By CNP Public Affairs

Sailors with family members will benefit from changes made to the basic allowance for housing (BAH) policy that protects service members' benefits when executing certain no-cost moves within the continental United States and unaccompanied moves overseas.

The changes are designed to correct inequities in entitlement rules involving adjacent housing areas with different BAH rates for all service members, and to provide greater flexibility in housing options for unaccompanied members moving overseas.

Under previous legislation, only Sailors without family members were able to keep the BAH rate at the previous duty station when executing a no-cost or close-proximity permanent duty station move within CONUS.

The Fiscal Year 2001 National Defense Authorization Act added the same provision for Sailors with dependents.

For example, a Sailor currently residing in Arlington, Texas, a suburb located between Dallas and Fort Worth, is assigned to a duty station in Dallas, Texas, but will be reassigned to Fort Worth under no cost permanent change of station orders.

The Sailor, whether with or without dependents, continues to draw BAH at the higher Dallas rate, rather than the

lower Fort Worth rate if the Sailor does not execute a move under the new orders. This change allows Sailors to maintain financial stability when executing just a change of PDS, rather than a change in residence.

Additionally, the FY01 NDAA created a new option for Sailors with family members residing separately because of PCS orders overseas. For example, a Sailor who is living in Oceanside, Calif., near Camp Pendleton Marine Corps Base, and is assigned to a ship homeported in San Diego, receives BAH at the San Diego rate based on current PDS.

When the Sailor elects an unaccompanied or dependent-restricted PCS move to Japan, the Sailor now has the option of leaving family members in Oceanside, while continuing to draw BAH at the higher San Diego rate. Personnel who execute fully funded orders within CONUS but chose not to live with their families are not covered under this policy change.

Eligibility for the higher BAH rate became effective July 1. Retroactive payments for periods prior to this date are not authorized. Sailors must request a waiver from PERS-454C if they wish to draw BAH at any location other than their PDS.

For additional information, go to <http://www.bupers.navy.mil/>, select "Messages," then "NAVADMINs" and "NAVADMIN 230/01."

### Upgrade to global DSN

NCTS San Diego has upgraded DSN dialing capability in San Diego area to global access. This will allow all customers with DSN calling capability to place global DSN calls directly without going through an operator.

Dialing instructions are as follows:

(a) CONUS dialing - dial 80-prefix-extension (example: 80-949-xxx for NAS Lemoore).

(b) OCONUS dialing - dial 80-DSN area code-prefix-extension (example: 80-314-420-xxx for Stuttgart Germany, 80-315-252-xxx for Sasebo Japan)

## FISC transition to NMCI set for Jan. 1

FISC San Diego is scheduled to transition to Navy Marine Corps Internet on Jan. 1, 2002. Information Systems (030), the department responsible for the FISCSD transition to NMCI, established a transition team in April.

Prior to the transition in January, Code 030 will conduct numerous surveys to establish a user database that will include each FISCSD user name, location, current hardware and software, software licenses and maintenance agreements. This database will be used to place the NMCI order.

Electronic Data Systems Corporation, the NMCI contractor, will send an Information Strike Force team to visit FISCSD to review the hardware and software inventory, get network

drawings and schematics, and get an overview of our business needs and goals.

During transition, the ISF team will meet with the FISCSD transition team and Regional Contract Technical Representative. With the assistance of all the departments, this team will develop an NMCI implementation plan. FISC management will review and approve the plan before it is finalized.

NMCI transition status will be posted on the FISCSD Intranet soon. Updates will also be published in the Network.

If you have further concerns or questions, please see your supervisor or e-mail the FISCSD Transition Team manager, Joy Wilgus at [joy\\_m\\_wilgus@sd.fisc.navy.mil](mailto:joy_m_wilgus@sd.fisc.navy.mil).

## DoD announces stricter blood donation standards

By DoD Public Affairs

Armed Forces News reports that Dr. J. Jarrett Clinton, a Pentagon health official, has announced new blood donor criteria for the DoD effective Oct. 29. The new restrictions are precautionary measures against the very small theoretical risk of the human form of "mad cow" disease, said Clinton.

Donations will be prohibited from anyone who has traveled or resided in the United Kingdom from 1980 through 1996 for a cumulative period of three months or more; DoD-affiliated persons who have been stationed in Europe from 1980 through 1996 for a cumulative period of six months or more; others who have traveled or resided in Europe from 1980 to present for a cumulative period of five years (applies to DoD personnel on or after Jan. 1, 1997); anyone who has received a transfusion in the United Kingdom since 1980; and anyone who has received bovine insulin produced in the United Kingdom since 1980.

## Rumsfeld unveils medal for civilians

Secretary of Defense Donald Rumsfeld has announced the creation of the Defense of Freedom medal to honor DoD civilian employees injured or killed in the line of duty. The Defense of Freedom medal will be the civilian equivalent of the military's Purple Heart.

The first recipients to be honored will be those DoD civilians injured or killed as a result of the Sept. 11 terrorist attack on the Pentagon. SECDEF may also award the medal to non-Defense employees, such as contractors.

The medal consists of a golden circle framing a bald eagle holding a

shield. The back of the medal says "On Behalf of a Grateful Nation," with a space for the name of the recipient. The ribbon on which the medal hangs is red, white and blue, commemorating valor and sacrifice, strength and liberty, as represented in our national flag.

## CFC donations can be earmarked for attack victims

By Gerry J. Gilmore  
American Forces Press Service

WASHINGTON (NNS) — As part of this year's Combined Federal Campaign, OPM has authorized special solicitations of federal employees, including DoD civilians and military, and other initiatives to provide relief for victims of the Sept. 11 terrorist attacks.

Stephen Kelly, director of Washington Headquarters Services' Voluntary Campaign Management Office recommends that military and DoD civilians use their CFC pledge cards to choose payroll deduction contributions, noting that organizations are currently receiving "record amounts of cash and checks" earmarked for

terrorist attack disaster relief.

For more information on the Combined Federal Campaign and associated relief efforts for victims of the Sept. 11 terrorist attacks, go to the CFC Web site at <http://www.opm.gov/cfc>.



## 2002 Per Diem rates announced by GSA

The General Services Administration (GSA) has announced the new per diem rates for federal employees on official travel. The rates are posted on the GSA website at <http://www.policyworks.gov/perdiem>.

## CMDP selections

*continued from front page....*

Bohrisch, Bratcher, Dyck, and Hontucan were selected for CMDP I, a two-year developmental program. CMDP I members must complete an orientation to NAVSUP and its operations, a two-week business course, a three-month developmental opportunity, and four college courses offered through distance education.

Bowman was selected for CMDP II, a two-year developmental program followed by a structured referral program in which graduates will be afforded special consideration for promotions within NAVSUP, but may be required to relocate in order to meet the needs of the organization. CMDP II members must complete a six-month developmental opportunity, a two-week national security seminar, and four college courses offered through distance education. CMDP II graduates receive priority consideration for one or more NAVSUP career referrals for which they are qualified and eligible.

The large number of well-qualified candidates made the merit competition for CMDP membership especially intense. In personal letters to all nominees, Kevin Fitzpatrick, chair of the CEAB, expressed his appreciation for their contributions to NAVSUP. He also noted that the CMDP plays a major role in NAVSUP's future by providing a means to develop well-rounded and talented employees to fill key managerial positions.

Congratulating the San Diego employees on their CMDP selection, FISC commanding officer Capt. Ray Berube remarked, "You can be justifiably proud of this accomplishment. I know you are ready for the challenges ahead."

# Just ask me

## If you won the lottery where would you live?

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

**I would stay right here in San Diego because I love it! I was born and raised here. It's just a beautiful city.**



**Kimberly Jones**  
North Island



**SK2 Melvin Calimag**  
SIMA

**I would live in Porto Escondido in Oaxaca, Mexico because it is one of the most beautiful places in Mexico and where crime and violence is low. It is also one of the places in Mexico where the customs and traditions are still prevalent.**

**I would stay right here in California because I've been here for more than 25 years and I love it.**



**Henry Magalong**  
North Island



**SK2 Maria Hernandez**  
SIMA

**If I won the lottery, I would probably live in Houston, Texas, because my husband is from there and when I visited Houston, I really liked it. It is a beautiful city.**

**If money was no object I would not limit myself to one place. The world has so many beautiful places and interesting people. I would live in Germany, Australia, Tokyo, Maui, Florida and, of course, always keeping my roots in good old California.**



**Pat McAdoo**  
Broadway



**Brian Hassler**  
Broadway

**I would keep my current home in San Diego; however, I would buy houses for my 11 brothers/sisters who live all over the United States so then I would have someplace to stay each time I visit them.**

# Flag etiquette

*Editor's note: In light of the renewed emphasis on flying the American colors, the following rules of Flag Etiquette are provided.*

## Displaying the flag outdoors

When the flag is displayed from a staff projecting from a window, balcony, or a building, the union (stars) should be at the peak of the staff unless the flag is at half-staff.



When it is displayed from the same flagpole with another flag - of a state, community, society or Scout unit - the flag of the United States must always be at the top except that the church pennant may be flown above the flag during church services for Navy personnel when conducted by a Naval chaplain on a ship at sea.

When the flag is displayed over a street, it should be hung vertically, with the union to the north or east. If the flag is suspended over a sidewalk, the flag's union should be farthest from the building.

When flown with flags of states, communities, or societies on separate flag poles which are of the same height and in a straight line, the flag of the United States is always placed in the position of honor - to its own right.

§ The other flags may be smaller but none may be larger.

§ No other flag ever should be placed above it.

The flag of the United States is always the first flag raised and the last to be lowered.

Ordinarily it should be displayed only between sunrise and sunset. It should be illuminated if displayed at night.

## Standards of respect

The Flag Code, which formalizes and unifies the traditional ways in which we give respect to the flag, also contains specific instructions on how the flag is not to be used. They are:

§ The flag should never be dipped to any person or thing. It is flown upside down only as a distress signal.

The flag should not be used as drapery, or for covering a speaker's desk, draping a platform, or for any decoration in general.

§ The flag should never be used for any advertising purpose. It should not be embroidered, printed or otherwise impressed on such articles as cushions, handkerchiefs, napkins, boxes, or anything intended to be

discarded after temporary use.

§ The flag should not be used as part of a costume or athletic uniform, except that a flag patch may be used on the uniform of military personnel, fireman, policeman and members of patriotic organizations.

§ The flag should never have placed on it or attached to it, any mark, insignia, letter, word, number, figure, or drawing of any kind.

§ The flag should never be used as a receptacle for receiving, holding, carrying, or delivering anything.

§ When the flag is lowered, no part of it should touch the ground or any other object.

§ The flag should be cleaned and mended when necessary.

§ When a flag is so worn it is no longer fit to serve as a symbol of our country, it should be destroyed by burning in a dignified manner. Most American Legion Posts regularly conduct a dignified flag burning ceremony, often on Flag Day, June 14. Contact your local American Legion Hall and inquire about the availability of this service.

## Meet Lois Gilmore



**Occupation:**  
Supervisory,  
Purchasing  
Agent.

**Birthplace:**  
Torrance, Calif.

**I graduated from:** Long Beach Poly  
Technic High School and Southbay  
Business College of Los Angeles.

**What brought me into civil service:**  
I was fresh out of school and wanted  
to make money to help out with  
family obligations and my younger  
siblings.

**Hobbies:** Singing, playing the piano  
and working with children.

**Nobody knows:** My sisters and I  
are accomplished gospel singers and  
have been for more than 30 years.

**Pet peeve:** Mistreatment of anyone  
by another.

**Secret to success:** Trusting and  
believing in God and knowing that  
He's always in control.

**If I could I would change:** The  
homeless situation—purchase  
enough land/property so that  
everyone would be provided with  
substantial housing and work.

**If I could do it over, I'd:** Have 12  
children but otherwise, I have no  
regrets.

**I'd give anything to have met:**  
Denzel Washington and former  
President, Bill Clinton.

**I've never been able to:** Learn to  
skate or swim.

**The last good book I read:** "A  
Painted House" by John Grisham.

**Favorite quote, motto or phrase:** "Do  
unto others as you would have them  
do unto you."

**Favorite singer/group:** Stevie  
Wonder.

**The one thing I like best about  
myself:** The fact that I *am somebody*  
no matter what others may think.

### *In the Spotlight...* **Lt. Darrel Olsowski**



Lt. Darrel Olsowski is the deputy site director for FISC, Shore Intermediate Maintenance Activity Site, San Diego.

Olsowski, a Texas native, joined the Navy in February 1985 as a nuclear machinist's mate. Upon completion of the naval nuclear power training pipeline, he reported to the USS *Ohio* (SSBN 726) Blue Crew homeported at Bangor, Wash. During this tour, he completed five strategic deterrent patrols.

In January 1990, Olsowski reported to Naval Nuclear Prototype Training Unit, Windsor, Conn., for instructor duty. While assigned, he performed the duties of Engineering Officer Of the Watch training coordinator, qualified master training specialist, and advanced to the rank of chief petty officer. He also completed a bachelor's degree in nuclear technology from the State University of New York.

In June 1993, he reported to USS *Cavalla* (SSN 684) homeported in Pearl Harbor, Hawaii, for duty as the ship's maintenance-material-management coordinator. While on board, he completed one Western Pacific deployment, and was accepted for Officer Candidate School (OCS).

In January 1995, Olsowski reported to USS *Hue City* (CG 66) homeported in Mayport, Fla. During this assignment, he performed the duties of disbursing officer, sales and services officer, and food service officer. He completed two Mediterranean deployments and participated in Baltic Operations 1996.

In April 1998, he completed the Submarine Officer's Basic Course at Naval Submarine School, New London, Conn., and reported as supply officer and public affairs officer to USS *Helena* (SSN 725) located at Portsmouth Naval Shipyard, Kittery, Maine. During this tour, he completed a Depot Modernization Period, Integrated Logistics Overhaul, one Western Pacific deployment, and three operations in support of national security.

He and his wife, Christine, have two daughters, Sarah and Casey, and they reside in San Diego.

## Enterprise News Briefs

**Jeffery G. Orner** has been selected to replace Larry Glasco as NAVSUP Executive Director. Orner is currently assigned as NAVSEA assistant deputy commander for Fleet Logistics Support.

**Bonnie Pyett-Mora**, deputy director for Hazardous Material Control and Management at NAVSUP, was selected by Career Communications Group, Inc., as a winner of the Women of Color Technology Award for Government Innovation.

National Industries for the Blind recently recognized **FISC Yokosuka** for creating and maintaining markets for the sale of SKILCRAFT and other products through the Javits-Wagner-O'Day Program.

**NAVICP** recently signed a five-year contract for the development and operation of a private eCommerce marketplace for its General Purpose Electronic Test Equipment (GPETE) Program.

**Navy Exchange** customers in Japan, Guam and Hawaii will now be able to purchase merchandise marked "Delivery to CONUS addresses only" in the Exchange Mail Order Catalog.

NAVSUP announced that the Navy will retain in-house the Ocean Terminal Operations at **FISC Norfolk**.

## Employees thank supervisor

FISC San Diego's Naval Aviation Depot Site employees, Code 100D Repairables Branch, recognized their supervisor, **Marian Orbin**, for her professionalism, dedication, and her can do team spirit.



Marian has proven to be an outstanding supervisor. According to her employees, they feel it is a rich and rewarding experience to work for a supervisor who backs them up 100 percent, whether they are right or wrong.

When a job is done well, it is acknowledged. When mistakes occur, she does not hesitate to take the responsibility and she corrects or reprimands her employees in the privacy of her office.

In today's environment of A76, ISO certification, and downsizing, employees need a jolt of confidence and Marian always provides it to her employees with a smile. Her professional attitude and pride in doing a job well, is absorbed by her employees which enables them to do their jobs with the same pride and professionalism.

Focusing on customers and providing excellent support in a professional manner is the reason the FISC NADEP Site employees are here. Having guidance and leadership of this quality ensures that the team exhibits this spirit in everything they do. "Marian is an asset to the organization and deserves recognition for enabling us to work in an environment in which we take pride."

# Helping kids cope with catastrophes

By Lt. Cmdr. Scott Clements, Medical Corps, Naval Hospital Pensacola

PENSACOLA, Fla. (NNS) — The recent tragic events in New York and Washington, D.C., frighten all of us. Many children have trouble keeping such events in perspective, and properly relating the violence to their lives.

Parents should be aware of how their children are reacting to the catastrophe and be ready to talk with them. Mental health experts suggest several means to help children in times of crisis.

Children need to be told they are safe. When violence is seen on television and heard on radios, some children may not be aware of the isolated nature of events. They may fear for their safety. Reassurance is essential. Children also need to be given the freedom to talk about feelings and thoughts.

Children need help in understanding the meaning of the events. In the case of the recent terrorist attacks, children should be helped to understand that these acts are not a reflection of a particular religion or ethnic group. Parents can help children to realize that terrorist acts are due to hate and aimed at causing fear and horror.

Repeated watching of violent or traumatic events on the television should be avoided. Some children may not have the coping skills to put events in their proper place or realize that replays of events are really one event being shown over and over. Parents should monitor what their children see on television and talk with them about what has happened.

A child's age will greatly affect the response to catastrophes. Younger children may become fearful and refuse to go to school. Adolescents in

## Meritorious Civilian Service Awards

**Russell McCollough, Bill Cording, Theresa Lord, Robert Pope, Tina Porter, Darlene Shaw, Phuong Hua and Dennis Draher** for outstanding dedication, achievements and contributions to FISC San Diego.

## Letters of Appreciation

**Keith Johnson** for providing outstanding customer service at a recent household goods move.

**Danny Cajigas, Robert Robinson, Bill Cording, Lt. Cmdr. Chris Bower and Rodney Alonzo** for customer service provided to the USS *Camden* (AOE 2) during their recent early return to port.

**SK1 Rex Soria** for support and assistance provided during the National Stand Down 2001 which provides help and support for the homeless veterans.

## Retirements

**Pete Nalevanko**, 30 years of service.

**James Conrad**, 33 years of service.

**Suzanne Roberts**, 27 years of service.

**Dennis Draher**, 32 years of service.

**Rogerdouglas McClanahan**, 35 years of service.

## Bravo Zulu

**Frances Cardozo** for customer service provided to USS Belleau Wood (LHA 3) in completing the contract for their critically needed piece of flight deck equipment.



Jim Conrad



Suzanne Roberts

particular may have trouble during traumatic events. Parents should be alert for behavioral changes, sleep disturbances, apathy or marked fatigue.

The chance a child may experience greater difficulties in dealing with traumatic events is directly related to how close a child is to the event.

More severe difficulties may be anticipated when death or destruction occurs to family or friends. Symptoms of problems, which may need professional advice or intervention, include:

- Refusal to attend school.
- Clinging behavior or shadowing a parent around the house.
- Nightmares, screaming during sleep, or other sleep disturbances that persist more than a few days after the event.
- New difficulty concentrating and irritability.
- New behavior problems or "acting out" problems.
- Physical complaints for which a physical cause cannot be found.

- Withdrawal from family or friends, loss of desire to play.
- Preoccupation with the traumatic events.

Parents who have concerns that their child may be seriously affected should seek professional assistance from their doctor.

*(Editor's note: The author is a board-certified pediatrician at Naval Hospital Pensacola.)*

## Congratulations!

Larry (Code 70) and Salud Vasquez are proud grandparents of a baby boy (their fourth grandson). Lorenzo Michael was born Sept. 11, weighing 7 lbs., 15.3 oz. Mother and father, Merlyn and Michael and baby reside in San Diego.

Lt. Cmdr. Chris (Code 112) and Teresa Bower are proud parents of a baby boy. Alexander was born Sept. 19, weighing 7 lbs., 5oz. The Bower's reside in Kensington.

## Tip of the spear

By Darlene Shaw, Code 040

Sometimes the interconnection between so many concepts is uncanny! I recently attended the class “Who Moved My Cheese” presented by the FISC Training Department. I had signed up months ago because of the great feedback from my supervisor and coworkers, other folks, and the FISC technical director, Mike Stames.

I was curious. All who attended shared a new vocabulary of mouse-related buzzwords (living mice - not computer mice). Often reference was made with this new lingo to situations and workplace events.

“Who Moved My Cheese” is all about change. How we choose to deal with this change is what makes the difference. Change involves fundamental issues regardless of whether the change occurs in the workplace or at home. The rapidity of change in today’s world is discussed throughout the course. With all that has happened in previous weeks, Americans, and maybe even the world, have been irrevocably changed forever and without notice.

I began this conversation speaking of relationships between concepts because Knowledge Management is also about change. It changes the way we feel about sharing information. Successful implementations require cultural change in an organization. The

Did you know there is a wealth of Navy message traffic on our Intranet? For those of you who have not discovered them, Navy messages appear in several places. The main location for them is the Library tab, under the title “Navy Messages,” located in the middle section about half-way down the page. Some Navy messages appear routinely in this area, such as ‘Items of Interest’, ‘San Diego Area Distinguished Visitors’, and ‘Summary of Mishaps’.

Other Navy messages such as SECNAV messages, safety messages, and seasonal messages are also posted in the Intranet Library. These

organization’s managers and line employees must share the vision of KM and its benefits to the workplace. ALL must contribute to the efforts. To be successful, the capture of knowledge must become part of the work process. In some cases this can mean change in the work process but should not mean increasing work in the process. The best KM practices and systems integrate seamlessly into the existing work structures.

KM does not necessarily mean storing knowledge. It may mean mentoring a coworker or working in a team assigned to a special project. In fact, we have all been practicing forms of knowledge management for years - we just didn’t call it by that name. The oldest form of KM, and a very effective one, is storytelling. The human species evolved and advanced through this practice of KM.

KM champions face-to-face, person-to-person communication which has declined as technology has advanced. So although KM may be viewed as change, in fact it is a return to instinctive human behavior which was crucial to our species’ survival.

Since the attack on America, the importance of knowledge and sharing it effectively has become a focal point

messages tend to be on subjects that FISC wants to keep for reference purposes.

Navy messages which are urgent or have widespread interest can be found on the home page under “Announcements,” or linked to the

Calendar of Events section of the home page to provide more information on specific upcoming events.

Navy messages may also appear in other areas based on their relationship to a particular subject matter. Be on the lookout for them. The real bonus is that they are more user friendly on the Intranet than in their original format!



throughout the government. Expect to see new projects that have a KM component. Take some time in the coming months to think about ways you can share knowledge. The Business Department, Code 40, is always ready to hear great ideas and help implement them.

Navy Knowledge Managers have a saying “Knowledge at the Tip of the Spear.” FISC consists of knowledge workers - we ARE the tip of the Spear; we are Knowledge-Warriors!

### 2001 Holiday season mailing dates announced

It’s not too early to mail your 2001 holiday cards and packages to and from military addresses overseas. To beat the last minute rush, 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 suggested mailing date for air letters/cards and priority mail is Dec. 11. Other recommended mailing dates are Dec. 4 for parcel airlift, Nov. 27 for space available mail, and Nov. 6 for surface mail.