



the Network

Vol. 19, No. 6 _____ Fleet and Industrial Supply Center, San Diego _____ September 2001

Berube relieves Barnes as FISC commanding officer

Family, friends, colleagues and employees gathered under sunny skies on Sept. 7 to witness the change of command of FISC San Diego from Capt. Bill Barnes to Capt. Ray Berube.

Guest speaker Rear Adm. Dan McCarthy, Commander, Naval Supply Systems Command (NAVSUP) and Chief of Supply Corps, reflected on the accomplishments of Barnes and the entire FISC San Diego team. In his remarks, McCarthy said, "Captain Barnes' two years in command have been marked with one accomplishment after another, all of which have been focused appropriately on improving the readiness of our fleet and the quality of life of our Sailors. I could pay him no greater compliment than those words."

McCarthy went on to summarize a few of these accomplishments. "FISC San Diego superbly executed renewed, customer-focused support to the afloat warfighter through the Logistics Support Center – meeting ships' need for single point access to the ashore logistics infrastructure.

"Navy Integrated Call Center services were expanded to Navy Region Southwest customers, streamlining services and efficiently responding to customers' needs. For this, FISC San Diego was honored with the 2000 Admiral Stan Arthur Award for Logistics Excellence.

"You developed and implemented the trailblazing SMARTWebMove initiative, a major quality of life improvement for our Sailors," he continued.

"You also played a key role in the implementation of "One Touch Supply" and NAVSUP's Enterprise Resource Planning efforts with NADEP North Island. "You improved and increased the scope and availability of training



Photo by Kim Bryant

Rear Adm. Dan McCarthy, Commander, Naval Supply Systems Command, pins the Command Ashore insignia on Capt. Ray Berube.

opportunities for our people; created a 'Bright Ideas' program that increased grassroots beneficial suggestions by ten-fold; and you greatly improved workforce communications through the FISC Internet and Intranet web sites," said the admiral.

McCarthy noted that "the combined military and civil service workforce of dedicated professionals" made these accomplishments possible. He went on to commend FISC San Diego employees on the great job they are doing to ensure that the issues of highest importance to the Fleet are being worked. "You are really focused on supporting our ships and Sailors, the core of what our business is all about," said the admiral. "You are having a measurable impact on fleet readiness and the quality of life of our people each day."

McCarthy presented Barnes with a

Legion of Merit award for "his brilliant, visionary, and decisive leadership in charting the future for FISC San Diego as a customer-centric team delivering 'best value' logistics solutions for the warfighter."

The admiral acknowledged that FISC San Diego was gaining an "equally capable leader in Captain Ray Berube." He pointed out that Berube brings a wealth of knowledge from his afloat tours and diverse shore assignments. "Captain Berube has an extensive background in financial management, and is intimately familiar with ship support requirements. He is a proven professional whom I have complete confidence will take the helm and lead this command to even greater accomplishments," said McCarthy.

Continued on pages 6 and 7....

The terrible images of the terrorist attacks which occurred last week were difficult to comprehend. The country's focus changed dramatically after the event.

Professionally, we need to concentrate on providing safe operations, providing the level of security required given the current threat condition, and fulfilling our critical mission to the best of our ability. Personally, we need to talk with our co-workers, families, and friends and ensure they are coping with these tragic events.

During a recent Pentagon press briefing, Secretary of the Navy Gordon England and Chief of Naval Operations Adm. Vern Clark spoke of the tragic terrorist attacks and of the 42 Pentagon workers who are unaccounted for. "I offer my prayers for all the families of America that have suffered such a great tragedy and, in particular, the Navy families," said England. As President Bush commented, "this is going to take the long-term commitment of everyone here in the Pentagon, of our military services, and of all Americans." This is not going to be a short program.

"These 42 people were serving their nation when they were attacked.

These men and women committed their lives, and were committed to their service," the CNO said. "On behalf of the entire Navy family, we extend our condolences to the families."

Locally, there were a number of emergent operational requirements which FISC personnel satisfied in the days after the terrorist attack. LSC, CMF, refueling, transportation, and contracting services come to mind, but are by no means an inclusive list.

Despite very challenging conditions due to access constraints and dynamic requirements, across the board you all provided exceptional support. I was not surprised.

Although I have been at FISC San Diego for a short period of time, I am greatly impressed with your high level of enthusiasm and creativity. Examples include the 'Bright Ideas' program, the effective design and content of the FISC Intranet, and the innovative strides made in initiatives such as SMARTWebMove.

One of Rear Adm. McCarthy's first priorities as commander of NAVSUP has been to review the strategic plan for the claimancy. His primary goal is for the NAVSUP claimancy to 'deliver combat capability through logistics.' He has defined this as "the main thing" which we need to keep in our focus.

After the events of last week, this goal takes on increased importance. The NAVSUP strategic plan which is currently in draft will address combat capability, people, quality of service, and joint logistics. The enablers are technology, communications and business practices.

NAVSUP expects to publish the final strategic plan within two months and I will ensure its widest communication and distribution.

On a personal note, I am truly humbled to have command of one of the



Capt. Ray Berube

finest organizations in the Navy. My family and I have had the privilege of working and living in San Diego for four of the last six years and we are thrilled to be back.

My most recent assignment as comptroller of the Naval Inventory Control Point provided me with hands-on experience in Performance Based Logistics, Enterprise Resource Planning, Activity Based Costing, A-76, and outsourcing. I will ensure that adequate information is communicated throughout the Command on these critical issues. Our goal in all A-76 competitions will be to compete and win.

I look forward to meeting and working with you during the next two years.

The Network

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

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Executive Officer

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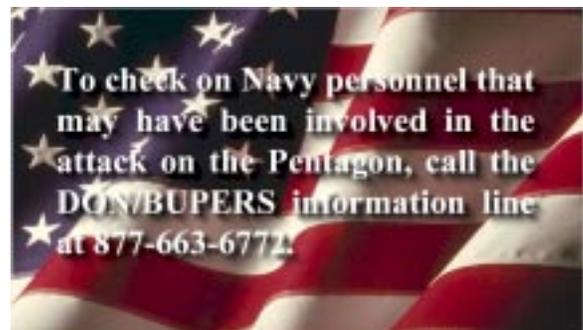
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The Network's editorial content is prepared and edited by the Public Affairs Office of the Fleet and Industrial Supply Center, San Diego. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense, nor the U.S. Navy, nor does it imply endorsement thereof. The editorial office is located in Bldg. 1, Fleet and Industrial Supply Center, 937 North Harbor Drive, San Diego, CA 92132. Telephone: (619) 532-3673. To submit articles, email: kim_b_bryant@sd.fisc.navy.mil.

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



Secretary of Defense Rumsfeld message to U.S. Forces, DoD civilians

Great crises are marked by their memorable moments. At the height of peril to his own nation, Winston Churchill spoke of their finest hour. America and the cause of human freedom [have come] under attack, and the first great crisis of America's 21st century [is] suddenly upon us.

And we saw the memorable moments. Who will ever forget the display of national unity on the steps of the Capitol building? People will long remember seeing and hearing the members of Congress spontaneously breaking out into "God Bless America." What a wonderful thing for the world to see, and what pride we can take in that moment.

So, too, President Bush's address to the nation will live in memory. He spoke for all of us when he showed his compassion and concern but also noted a quiet, unyielding anger among the American people. He offered a clear-sighted view of what needs to be done to prepare for the future.

For a long time to come Americans will take pride and feel gratitude for how nobly and professionally our military and DoD civilian personnel have responded. I left my office in the Pentagon and went to the site of the attack minutes after it occurred. The scene was appalling, and even as [I speak], the human toll of this tragedy is being counted. Most in the Pentagon

have lost friends and colleagues. We're doing all we can for the families of those who were killed or hurt. Our grief is beyond description, and our condolences go out to all of those who have lost a loved one.

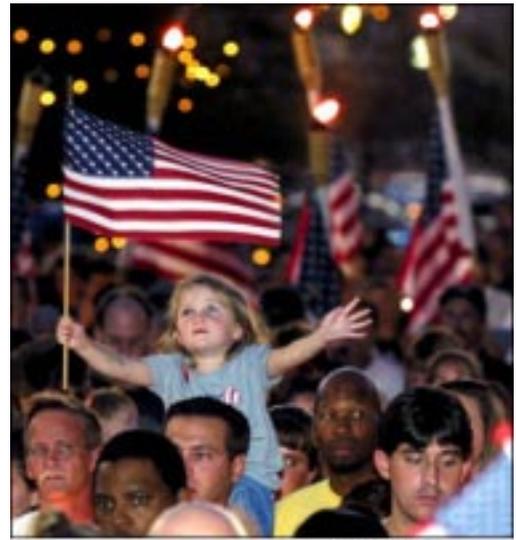
But we have pride, too; pride in their service to country and to us all, and pride that in the morning, the flag was still there; the Stars and Stripes was over the wreckage to mark their place of honor.

Our gratitude is also all but indescribable for the firefighters and the police and the personnel from so many local, county, and state, as well as federal agencies who have assisted us. Their work and commitment have been an inspiration to me and to us all.

But in addition to telling you of America's pride in DoD personnel, it is my duty, as head of this department, to tell you that more, much more, will be asked of you in the weeks and months ahead.

We face powerful and terrible enemies; enemies we intend to vanquish, so that moments of horror, like [these attacks], will be stopped.

The task of vanquishing these terrible enemies and in protecting the American people and the cause of



Four-year-old Alana Milawski waves a flag as she sits on her father's shoulders during a candlelight vigil in Las Vegas on Sept. 13.

human freedom will fall to you, the men and women in DoD. I know we are ready. I know America can continue to count on your selflessness and courage and dedication to duty.

I know I am speaking to many now, especially those of you in the field, those of you who wear the uniform of our country, who will in the days ahead be called heroes. I salute each of you for your conduct and commitment. And without hesitation, I ask you now to stay the course in the challenging days ahead. A nation stands behind you.

SECNAV, CNO speak of terrorist attacks, offer condolences

WASHINGTON (NWS) — Two days after terrorists hijacked a civilian jetliner and took lethal aim at the Pentagon, the Department of the Navy (DON) released the names of 33 Navy active-duty military and nine DON civilian employees and contractors assigned to the Pentagon who are unaccounted for since the ensuing explosion and fire.

During a Sept. 13 Pentagon press

briefing, Secretary of the Navy Gordon R. England and Chief of Naval Operations Adm. Vern Clark spoke of the tragic terrorist attacks as they released the names.

"I offer my prayers for all the families of America that have suffered such a great tragedy, and in particular, the Navy families," said England. "As President Bush commented, 'this is going to take the long-term commitment of everyone here in the

Pentagon, of our military services and of all Americans.' This is not going to be a short program."

"These 42 people were serving their nation when they were attacked. These men and women committed their lives, and were committed to their service," the CNO said. "On behalf of the entire Navy family, we extend our condolences to the families."

Continued on page 4...

NMCI opens doors to second Network Operations Center

By PEO-IT Public Affairs

The Department of the Navy (DoN) and the Information Strike Force (ISF) opened the second Navy Marine Corps Intranet (NMCI) Network Operations Center (NOC) during an Aug. 6 ceremony at NAS North Island.

The first NOC opened in Norfolk, Va., in July. The San Diego and Norfolk facilities are located in the two main fleet concentration areas and will serve as the main hubs of NMCI. These hubs provide services crucial to the operation of the network, such as help desk support, user administration, and network monitoring and maintenance.

It is the goal of NMCI to combine more than 100 disparate DoN networks into one secure enterprise network that will provide for the transfer of voice, video and data throughout the enterprise.

SECNAV, CNO speak of terrorist attacks, offer condolences

Continued from page 3...

Clark emphasized that the missing people wear the cloth of the nation. "Whether in uniform or suit, these people wear the cloth of the nation," Clark said.

The CNO, who frequently referred to the 42 people as members of the 'Navy family,' said, "These are the sons, daughters, moms, dads, aunts and uncles of the nation. They are our Navy family."

When a reporter asked England if the 42 individuals are considered combat casualties or victims of war, he said, "With terrorism, every place is a combat zone. So New York is a combat zone and the Pentagon is a combat zone. When it comes to terrorism, every place is a combat zone."

"NMCI is an important modernization effort for the DoN," said Marine Corps Brig. Gen. Robert Shea, head of Marine Corps Command, Control, Computer and Communications. "It offers the Navy a unique opportunity to leverage new technology and industry innovation in order to better execute and accomplish its global mission."

According to Rick Rosenburg, EDS

NMCI program executive, "With the activation of our two Network Operations Centers and help desks, we are ready to proceed with the deployment of NMCI. The Navy is charting new waters for the federal government and Department of Defense."

For more information about NMCI, go to www.peo-it.navy.mil/nmci_fact.html.

Navy Birthday Ball to be held Oct. 12

The 5th Annual San Diego Navy Birthday Ball will be held on Friday, Oct. 12 from 6 p.m. to 1 a.m., at the Town and Country Resort in Mission Valley. This year's theme is "Remembering Pearl Harbor."

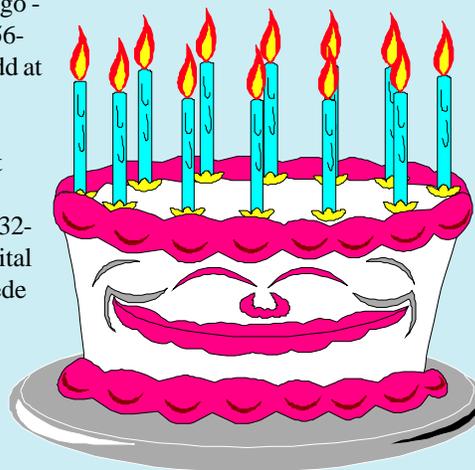
The Navy Ball is a Naval tradition, steeped in pride, and is open to all active-duty and retired military members, spouses and civilian guests. It represents the one time each year when all Sailors can gather together to celebrate the Navy's birthday and pay tribute to 226 years of Naval heritage.

Tickets went on sale Sept. 4 and are available from the following representatives: Naval Base Coronado - FSSM(SW) Howser at 545-4869; Naval Station San Diego - EMC(SW) Salido at 556-3136 or QM2(SW) Judd at 556-5625; Naval Base Point Loma - CMDMC(SS) Lewis at 553-7161; CNRSW - ENL(SW) Kincaid at 532-4796; and Naval Hospital - HMC(SW/AW) Breede at 532-9302.

Ticket prices for E1-E4 and guest are \$20 each; E5-E6 and guest \$30 each; E7-O3 and guest \$40 each; and O4 and above and guest \$60 each. Retirees will pay the same prices as the pay grade at which they retired. Civilian and guest tickets are \$75 each.

Uniform for E1-O3 is Dinner Dress White (Dinner Dress White jacket is optional), and Dinner Dress Jacket for O4 and above. Civilian attire is formal.

For further information, contact your Navy Birthday Ball representative or go to the web at www.sandiegonavball.org.



HAPPY BIRTHDAY

Coordinators are key to success

FISC training coordinators play a key role in improving the Command's training program by identifying the development needs of personnel in their codes, sharing new ideas, raising concerns about training, and providing critical feedback to the Training Division.

According to Ann Braeutigam, Learning and Development Division director, training coordinators are responsible for actively communicating training information; coordinating training activities; nominating/confirming employees for training; monitoring training budgets; ensuring DD-1556s are prepared; reporting completed training; monitoring the completion of IDPs and training hours; updating training records; and ensuring employees attend class.

"Their role is very important in light of our Command's emphasis on 40 hours of training and IDPs for all employees," said Braeutigam. "Training coordinators actively help monitor employee completion of training. This year the percentage of employees successfully completing their 40 hours greatly improved as a direct result of their efforts."

Current training coordinators for

CBC program for supervisors

The FISC San Diego CBC Program is alive and well! FISC San Diego supervisors and military officers are required to become certified under the program. This program combines formal classroom training with required supervisory competencies as identified by SECNAV Civilian Leadership Development (CLD). The FISC San Diego CBC Program is recognized by

Continued on page 10....



Photo by Kim Bryant

FISC Training Coordinators recently attended a meeting to share information and new ideas, raise concerns about training, and provide critical feedback to the Training Division. Pictured are, back row: Gene Hepler, Rich Harvey, Dan Riem and Ann Braeutigam. Front row: Carol Ostrander, Terri Bratcher, Alejandra Stepho, Sylvia Carcamo, Dick Traversie, Margie Hontucan and Monet Bernhardt.

each code are: Liz Taylor-Hooker, 030; Gene Hepler, 040; Alejandra Stepho, 050; Glenda Devaney, 060; Craig Boehringer, 071; Tina Porter, 090; Lt. Mike Scott Giles, 100AA; Zita Oubre, 100D; Louise Kemp, 100F; AKI Chet Denton, 100FW; Dan Riem, 100J; Linda Huretas, 100K; Theresa Lord, 100N/112; Cdr. John Dellender, 100NO; Capt. Chad Dean, 100ST; Cleo Curtis, 100U; SK1(SW) Denise Depozo, 100V; Lt. Cdr.

Diane Snyder, 100WG; Tim Higdon, 111; Deyana Caldwell, 113; Greg Levardo, 120/121; Rich Harvey, 122; Sharon Balch, 123; Monet Bernhardt, 124; Dick Traversie, 125; Tom Nelms, 140C; Margie Hontucan, 200; Debby Reynolds-Estrada, 280; Ray Gomez, 700; and Bob Vail, 800.

For contact information go to the training section of the FISC Intranet at <https://intranet.sd.fisc.navy.mil>.

What's new with Video Teleconferencing?

Most everybody is familiar with our VTC system located in the Presidential Room on the third floor of building one. However, our equipment has recently been upgraded and "dial-up" calls can now be made without the assistance of AT&T.

What this means simply is that any FISC Department that wishes to hold a VTC with any other site may now do so, without having to schedule the meeting through Mechanicsburg. We can connect with up to three other sites simultaneously, providing that the other sites are equipped with compatible equipment. Calls can be initiated either by San Diego or by one of the other sites.

Calls placed to one other site or participant are referred to as point-to-point, bonded calls. Calls involving

three or more sites are known as multi-site, dual channel calls.

Operating the system can be expensive, especially if we are initiating the call, however, there is a payback in reduced TDY costs, so feel free to use the room if warranted. There is no charge for FISC employees, but there is a \$250 per hour charge for non-FISC activities to use the room.

We currently average approximately eight to ten calls in our room per week, so it is best to schedule your meeting several days in advance. NAVSUP hosts several regular monthly meetings, which take precedence for their particular time slot.

If you need to schedule a VTC or have any questions about the room or our system configuration please call Mike Yelda @ 532-4730, or John McMillion @ 532-4733.

Berube relieves Barnes as FISC commanding officer

Continued from front page...

After assuming command from Barnes, Berube congratulated his predecessor on his superb accomplishments and leadership, and thanked McCarthy for giving him the opportunity to command “one of the finest organizations in the Navy.”

“FISC San Diego is recognized for its many extraordinary achievements and for providing innovative solutions to satisfy both regional logistics challenges and the global mission of the Navy supply system,” said Berube. “I am confident that FISC will continue to be a premier provider of regional logistics support, as well as play a critical role in many of NAVSUP’s strategic goals.”

He also recognized FISC San Diego employees for their outstanding reputation for competence, and for making FISC one of the best companies to work for in San Diego. “I look forward to being your commanding officer, and working with you at this proud command, in this greatest of cities,” he stated.

Berube feels that his recent tours in San Diego as supply officer in USS *Essex* (LHD 2) and as comptroller for Commander, Naval Surface Force, U.S. Pacific Fleet, have provided him a customer-based reference point for the region’s logistics support requirements.

“I look forward to working with the SIMA, NADEP North Island, area supply officers, and other FISC customers and partner sites to cooperatively resolve regional logistics issues,” said Berube.



Capt. Bill Barnes, left and Capt. Ray Berube cut the ceremonial cake.



Linda Sellers, left, the CO’s secretary and Verna Pablo, the XO’s secretary receive roses. Also pictured, Charles Guyton and Rear Adm. Rick Ruehe.



Music performed by Navy Band Southwest.



Capt. Ray Berube and his family.

“The FISC San Diego team will continue to provide combat capability through logistics and to maintain our diverse, motivated and highly-trained work force,” he vowed.

Editor’s Note: You can read the full text of Capt. Berube’s and Rear Adm. McCarthy’s speeches on the FISC San Diego Intranet. Go to the home page <https://intranet.sd.fisc.navy.mil/> under Newsstand/ FISC-SD News Room.

Change Of Command



Tina Porter, Capt. Bill Barnes and Teresa Ramos.



Left to right: Gwen Young, Linda Bryan, Iris Chung, Marilyn Quevedo and Suzy Felix.



Rear Adm. Dan McCarthy delivers his speech at the ceremony.



Capt. Bill Barnes is piped aboard.



Capt Ray Berube salutes Capt. Bill Barnes, as he relieves him as FISC San Diego commanding officer.



Shore Intermediate Maintenance Activity Color Guard, parade the colors.



Cmdr. Steve Haveraneck, Lt. Cmdr. Minh Johnson, Capt. Bill Barnes and Lt. Dave Howell.



*Photos by
Kim Bryant*

Navy leave and earnings statements now online

Active, reserve, and retired Navy service members may now view and print their Leave and Earning Statements (LEs) online.

Sailors who have access to the Internet whether deployed or using a home computer can see their LEs when they are posted at the end of a pay month. Normally they would have to wait until the middle of the next month when hard copies of LEs, which will still be provided, are issued.

Service members can access the Employee/Member Self Service (E/MSS) system at <http://emss.dfas.mil> or <http://www.dfas.mil/emss/>. LEs may be viewed by selecting the option from the account selection menu of E/MSS.

Personal identification numbers (PIN) are required to access E/MSS. Service members who do not have a PIN must obtain a new temporary PIN. Instructions on how apply are available by calling the Defense Finance and Accounting Service E/MSS customer service line at 1-800-390-2348 from 7 a.m. through 7:30 p.m., Eastern time, Monday through Friday.

Military TSP enrollments start Oct. 9

By the Navy Wire Service

Beginning Oct. 9, Sailors and Marines can choose to contribute a percentage of their pay to the military's Thrift Savings Plan (TSP).

TSP is separate from, and in addition to, the military retirement system, which is based on years of service and rank. The first enrollment window for persons who entered military service on or before Dec. 8, 2001, is from Oct. 9 to Jan. 31.

Persons who enroll during this period will see TSP contributions deducted each month from their pay starting in January 2002. Persons who join the military after Dec. 8, 2001, will have 60 days after entering to enroll in TSP.

After the initial first enrollment period, service members may use two "open seasons" each year to join, quit or change the amount of their contributions. Currently, these periods are May 15 through July 31, and Nov. 15 through Jan. 31.

Military members should complete a TSP election form and submit it through their local Navy or Marine

Corps finance office. Enrollment forms are available for download at <http://web1.whs.osd.mil/icdhome/tspeforms.htm>, or can be obtained at local military finance offices.

Participants can invest any whole percentage of up to 7 percent of their base pay in any or all of five TSP funds. These include the conservative G Fund, which invests exclusively in short-term, non-marketable U.S. Treasury securities; the F Fund, a bond market index fund; the C Fund, a large-company U.S. stock index fund; the S Fund, a medium and small-company stock index fund; and the I Fund, the international stock index fund for the S Fund.

Service members can contribute as little as 1 percent of their base pay per pay period, up to the 7 percent limit in 2002. The limit increases by 1 percent each year until 2005. Contributions after that will be limited by Internal Revenue Service guidelines. Members may also elect to contribute any amount of incentive pay or special pay, to include bonus pay.

Service members generally will not receive TSP matching funds from the government. One exception is personnel in specialties designated critical by the Secretary of the Navy. Those receiving matching funds will be obligated to serve a six-year, active-duty commitment.

Strict rules apply to service members' withdrawal of funds from TSP accounts before they retire. Federal and state income taxes on investments and earnings are deferred, so long as the money stays in the TSP account. Withdrawals are taxed as ordinary income, and early withdrawals are penalized under some circumstances.

Military members who already have a civilian TSP account, such as past and present federal civilian employees serving in the Reserves or National Guard, can open an entirely separate, second TSP account.

For more information on the TSP, go to <http://www.tsp.gov/>.

SGLI family coverage coming Nov. 1

The Veterans' Opportunities Act of 2001 extends life insurance coverage to spouses and children of members insured under the Servicemembers' Group Life Insurance (SGLI) program, effective November 1, 2001.

Family coverage will be available for the spouses and children of active-duty service members and members of the Ready Reserve of a uniformed service. Family coverage will be available only for members insured under the SGLI program. It will not be available for those insured under the VGLI program.

If you are currently married, coverage for your spouse will begin on Nov. 1. If you marry after the effective date of the law, coverage will begin on

the date of your marriage. Coverage for your children begins on Nov. 1.

Coverage for children born after the effective date begins on the date of their birth. If you adopt a child, coverage begins on the date your child becomes your dependent.

Go to the FISC San Diego Intranet home page under FISC-SD Military News to read a more detailed article on the new SGLI family option.

For more information call tollfree 1-800-419-1473 or send an e-mail to osgli.osgli@prudential.com. Written correspondence may be sent to the Office of Servicemembers' Group Life Insurance, 213 Washington Ave., Newark, NJ 07102-2999.

In the Spotlight...

Capt.

Tom Cox

**Director,
Command
Support and
Development;
Reserve Liaison
Officer**



A native Texan, Capt. Tom Cox was raised in San Antonio, Texas. After graduating from Southwest Texas State University with a bachelor's degree in business administration, Cox spent several years in private industry and as an Air Force civil servant.

He received his commission through Officer Candidate School in 1976 and then attended Naval Supply Corps School in Athens, Ga. He then was assigned as Disbursing/Ship's Store Officer aboard USS *Edson* (DD-946). Short toured due to injury, he completed his initial sea tour aboard USS *L.Y. Spear* (AS-36) as Automatic Data Processing and Disbursing Officer. While aboard *L.Y. Spear*, he became a Training and Administration of Reserves (TAR) in 1979.

Cox was subsequently assigned as Supply Officer, Nuclear Weapons Training Group, Atlantic; Deputy Comptroller, Naval Station Guantanamo Bay, Cuba; Supply Officer, Naval Communications Area Master Station, Atlantic; Supply Officer, Naval Mobile Construction Battalion SIXTY-TWO; Director of Logistics, Naval Reserve Readiness Command Region TWO, Scotia, N.Y.; Selective Reserves Community Manager, NAVSUP Detachment (Bureau of Naval Personnel BUPERS); Assistant Mobilization Plans/Reserve Coordinator, NAVSUP HQ; and Supply Officer for both Naval Air Station, Dallas, Texas and NAS Joint Reserve Base, Fort Worth, Texas.

He holds a master's degree in business administration and three warfare qualifications.

Cox, currently a geographic bachelor, lives in San Diego while his wife, Helen, resides in San Antonio, Texas. His hobbies include reading, (especially historical novels and histories), golf, shooting/hunting, rose gardening and watching John Wayne movies. Given the opportunity, he enjoys cross-country skiing.

Enterprise News Briefs

Lt. Cmdr. John Santo Salvo, FISC Pearl Fuel Department director, was selected as "**Military Officer of the Year**" by the Honolulu-Pacific region chapter of the Federal Executive Board. Santo Salvo is the first officer from FISC Pearl ever to have received the award. His selection was based on his successful efforts in modernizing and reducing FISC Pearl's fuel infrastructure.

Congratulations to the following NAVSUP claimancy FY-02 Supply Corps Lieutenant Commander selectees: **Juanito R. Buckley**, **Thomas S. Fulford** and **Donald A. Jackson**, NAVICP Mechanicsburg; **David K. Howell**, FISC San Diego; **Ramon O. Marin**, FISC Jacksonville SIMA site; and **Matthew N. Ott**, NAVSUP.

FISC Norfolk's Craney Island facility was one of six Navy/Marine Corps activities to receive an award from the American Petroleum Institute (API) for fuel operations excellence.

NAS Pearl Harbor Bachelor Quarters residents are enthusiastic about the **Pearl Harbor Mail Center's** new BQ mail delivery service which began in July. NAVSUP is developing a strategy to expand this QOL enhancement to other Fleet concentration areas.

SMARTWebMove (SWM) rollout continues on track with implementation of new orders entitlements this month. SWM, a user-friendly eBusiness initiative, allows Sailors to receive household goods entitlements counseling and make their move arrangements via the Internet.

Barry J. Plunkett III has been selected to become the next Counsel to NAVSUP. He is currently the Deputy Assistant General Counsel (Research, Development and Acquisition), one of the Navy's senior acquisition attorneys.

In Memoriam...



Mae Frances Inge passed away on Aug. 18 at the age of 66. A civil servant for 49 years, Inge worked at FISC before joining the Defense Logistics Agency in 1992. She is survived by her husband of 40 years, J.T.; two daughters, Pamela Garfield and Valerie Inge; one son, Giani; two sisters, Kaye Chandler and Faye Magee; stepdaughter, Asma Hanif; godchildren, Shauntel and Keira Crable; a host of nieces, nephews, relatives; and countless friends and neighbors.

Transportation incentive program kicks off

By JO1(SW) Scott Sutherland, Naval Station San Diego Public Affairs

The departments of Defense (DoD) and Transportation (DoT) recently kicked off their transportation incentive program for military personnel, their dependents and civilian employees of the federal government in San Diego.

The program provides vouchers to military and civilian employees. These vouchers are then exchanged for transit passes that allow military and federal employees to get to and from work.

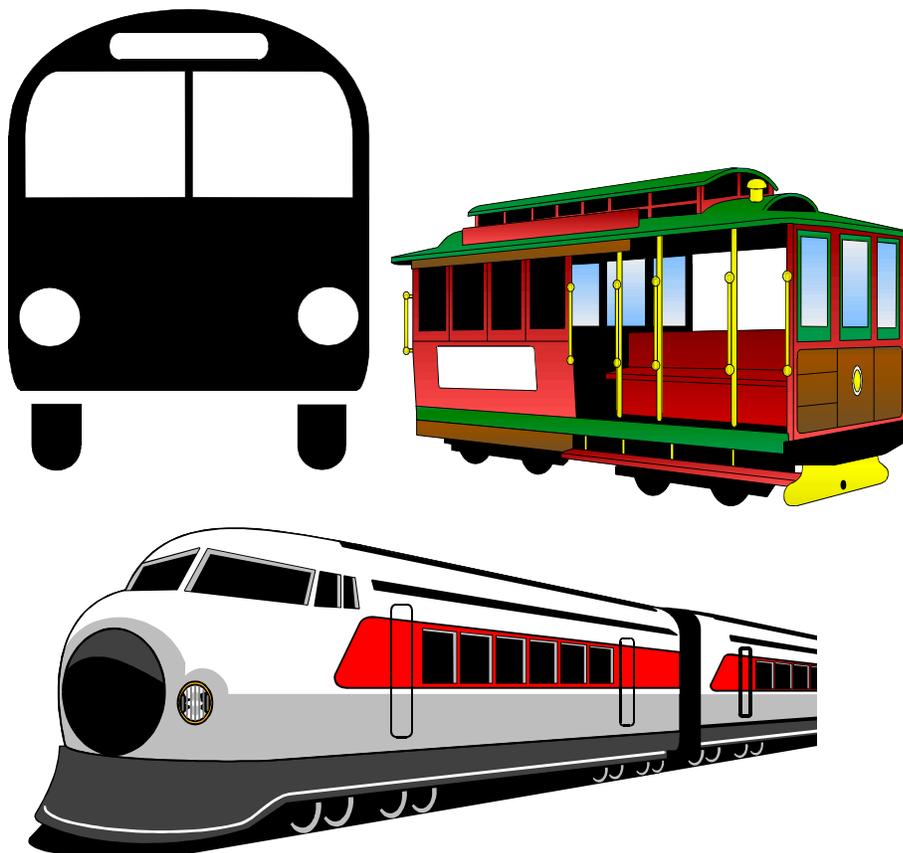
DoD hopes the program will reduce traffic congestion and air pollution in the San Diego area, and encourage mass transportation alternatives for military personnel and federal employees.

About 260 people signed up for vouchers during the initial phase of the program, the vouchers are distributed quarterly, based on individual requests the previous quarter.

Vouchers are good for each three-month period, and have to be returned if not used during that time.

DoD currently offers vouchers of \$65 for each month. That amount is scheduled to increase to \$100 by January 2002.

Vouchers can be redeemed to ride the trolley system or any other form of public transportation. According to DoD guidance, vouchers can also be used when federal workers ride to work



in a vanpool. The guidance states that the vehicle capacity must allow for a minimum of six adults, excluding the driver.

DoD policy states that military installations and activities will budget for, and provide transportation incentives to, eligible employees. Parking costs, however, will not be used to establish commuter costs.

The program was established last year by an executive order, directing all federal agencies to establish transportation fringe benefit programs to reduce federal employees' contribution to both traffic congestion and air pollution.

For more information on the DoD program, go to www.dodig.osd.mil/AIM/alsd/err.htm and scroll to the bottom to "Transportation Incentive Program."

CBC program for supervisors

Continued from page 5...

NAVSUP as a model supervisory program.

Formal training consists of five core courses and 20 hours of elective coursework. These need not be completed in any order. Courses are taught by both in-house personnel and credentialed contracted consultants.

Upon completion, supervisors receive a wood-mounted certificate and are recognized at the All Supervisor meetings.

If you are a supervisor or officer and have not yet received information for participation in the CBC program, contact the program manager, Ellen Fuller, Code 073, (619) 532-2615.

Trouble Calls

Terry Barksdale is the point of contact for all Facilities Trouble Calls. He can be reached at 532-2605 or via email at terry_1_barksdale@sd.fisc.navy.mil.

If Terry is unavailable, contact his back-up, Mary Tejada, at 532-2704 or mary_e_tejada@sd.fisc.navy.mil.



Meet SK2 Vonetta Beale

Occupation: Storekeeper second class, U.S. Navy.

Birthplace: Birmingham, Ala.

I graduated from: Tarrant High School

What brought me into the military:

G.I. Bill and Navy College Fund (I needed money for college).

Hobbies: Reading stories with my daughter.

Nobody knows I am: Real shy.

Pet peeve: Disrespectful people.

If I could I would change: Favoritism (everyone would be treated the same).

Secret to success: Be confident but not overly confident.

If I could do it over, I'd: I would have finished college before joining the Navy

I'd give anything to have met: John F. Kennedy.

I've never been able to: Look a person in the eyes and lie.

The last good book I read: "Ugly Ways" by Tina McElroy Ansa.

Favorite quote, motto or phrase: You pick your friends like you pick your fruit.

Favorite singer/group: John P. Kee.

The one thing I like best about myself: My willingness to help anyone who needs help.

I am most proud of: Being Jasmine's mom.

My most embarrassing moment: One day at work, I noticed two guys looking at me funny and whispering. One of them finally asked if I knew that my shirt was wet and the spot was getting bigger and bigger. I almost cried because I was a new breast-feeding mom and I forgot to take the time to pump at work.

Way to go!

SK1(SW)

Rex Soria, Code 50, won the Bench Press Competition event held on Aug. 2 at Naval Station San Diego's Olde Gym.

Soria won in his weight class, 184-205 lbs., with a winning lift of 350 lbs. (strict form, no spot).

Soria, who has never participated in a bench press competition, was coaxed by fellow "gym rat" and coworker, SK2 Ryan Bessemer. When asked if Soria plans to try again, he said, "Yes! but next time I plan to lift more because 350 lbs. was not as heavy as I thought it would be!"

Retirements

Abundio (Jun) Solomon, 40 years of service.

Letters of Appreciation

William Cording for outstanding



service to the NAVSUP Reengineered Stock In-Transit Tracking Program.

Congratulations!

Congratulations to **Rosa Downing** of the Logistics Support Center for being selected for the USDA's Executive Leadership Program (ELP) for mid-level employees.

The USDA ELP is a highly competitive, 12-month nationwide program for employees at the GS-11 to GS-13 levels who have little or no supervisory experience. ELP provides residential training, developmental work experiences, needs assessment and career planning.

The ELP is structured around four, five-day residential seminars held in the Washington, D.C. area. This program helps new managers to acquire or enhance the competencies needed to become a successful leader and manager within the federal government.



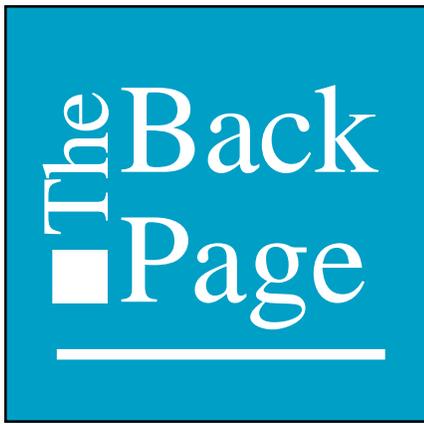
Rosa Downing



Photo by Kim Bryant

Bravo Zulu Regional Contracts Department

A *Bravo Zulu Workplace Celebration* was recently held to recognize the Regional Contracts Department for their acquisition streamlining initiatives that resulted in improved customer service and operational efficiency. As part of the celebration, former FISC commanding officer Capt. Bill Barnes presented the Contracts Department with the Star Trophy that FISC received for being one of the best companies to work for in San Diego. The Star Trophy will be transferred to the next work group that gets recognized for significant achievement or sustained superior performance.



Knowledge Management - It's a "People Thing"

By Darlene Shaw, Code 40

A lot of people identify Knowledge Management (KM) as a new type of computer system that holds company information. It's true, quite often there is a computer system associated with KM Projects. Here at FISC, our private Intranet serves as one tool for our KM initiatives. But the real key to knowledge management is people. Knowledge resides in people, and no computer database is an adequate replacement.

Many of us spend a lot of time in meetings or travel long distances to meet with other Navy employees and contractors when working on specific projects. Our managers and supervisors meet locally and in other locations to share information. Yet, with today's technology such as video conferencing, internet chat, telephones, streaming webcasts, haven't you ever wondered why meetings persist and why employees still travel to meet with others? After all, staying home would save a lot of money.

The truth is, there is value in meeting with people face-to-face. Value that can't be replaced by other information-sharing methods. Here are some guidelines to help decide when a face-to-face meeting is worthwhile:

- * Parties involved have no prior relationship and long-term loyalty will be required;
- * Conflict resolution;

Hopefully everyone has been investigating the many wonderful links from the FISC Intranet **Human Resources (HR) page**. These links have been selected by our FISC HRO representatives and provide a wealth of information for employees.

A good place to start is with the "HRO Resources" links for retirement, life and health insurance, annual and sick leave, and other benefit information; CSRS and FERS resources; Social Security benefits planner; online retirement calculators; and Thrift Savings Plan (TSP) information. There are also links to the DFAS LES online site and vacancy announcement sites.

Another useful link from the HR page is "HRO Bulletins." By clicking on this link, the user is taken to the HRO Bulletins listing on the CNRSW Human Resources web site. It's a great place if you're in need of particular HR benefit or policy information.

Points of contact and phone numbers are provided on the HR page

- * New projects; Complex projects which require creative solutions;
- * Immersion in work environment is essential to solutions; and
- * When there is a broad variety of knowledge to be shared

In these cases, meetings allow people to learn from each other, collaborate, and establish bonds. These bonds will carry the team through virtual work afterwards and keep people focused on the same objectives.

In the August 2001 issue of Knowledge Management, there's an article that focuses on the value of meetings. One of the organizations highlighted was the U.S. Navy's Northwest Region. The scenario revolved around the handling of shore installation infrastructure. A team was formed which met six times over six months for one-day meetings. The result was a cost savings of approximately \$1.3 million, or about six times

for FISC HRO representatives and benefit information. There is a link to OPM's site for 'Frequently Asked Questions' as well as links for job information. Future plans for the HR page include profiles on jobs available at FISC San Diego

Take the time to review the HR page - you'll be happy you did!

Two new items have been added to the FISC Intranet home page. The

first is **Spotlight on Service** which resulted from an employee's 'Bright Idea' to have an area on the Intranet where employees could thank each other for a job well done. No money; no awards; just a big thank you!

The second new item on the home page is the **Non-Monetary Award Catalog**. Now all non-monetary awards can be viewed online. Plans for the future include award forms for download and automated completion and routing.

Visit the FISC Intranet daily at <https://intranet.sd.fisc.navy.mil>.

the value of the team's time.

To hold effective meetings set the agenda and desired goals beforehand; limit participants to six to eight if possible, the smaller, the better; invite the right people; use a neutral facilitator; take breaks every hour and a half; socialize (schedule one non-business function); and show accomplishments - don't let participants leave without something in their hands, even if it's only a "to do" list.

By holding effective meetings, people will share knowledge in ways that wouldn't otherwise be possible. They will share the 'right' knowledge because they will better understand each other's needs. They will share knowledge that they don't even recognize as knowledge but which might make a huge difference to the recipient. It's this essential human interaction that makes KM a "people thing."

