

The future of the U.S. Navy begins now, says CNO

By Don Kennedy, Editor, *The Flagship*

Anyone who has ever worked on a puzzle knows that finding and putting into place the pieces with the flat edge on one side will allow you to frame the big picture.

Over the past two years, the Navy has identified and placed the obvious pieces of its puzzle. Those obvious pieces with the flat edges - increasing retention, reducing attrition, increasing pay and benefits for personnel, improving current readiness, realistically funding training and operations, and a slew of other initiatives that have seen remarkable progress over the past two years - have been set in place.

Now, with skill and patience, the puzzle builder can move forward, placing the abstract-shaped pieces in a logical order to form the big picture.

The big picture, according to Chief of Naval Operations Admiral Vern Clark, revolves around the Navy of the future, and he presented his vision of what the big picture will look like June 12 when he unveiled "Sea Power 21" at the Navy War College in Newport, R.I.

Based on Sea Power 21, the Navy will accelerate, redefine and transition into a capabilities-based Navy, built on a "solidly joint bedrock." The vision revolves around three core concepts, "Sea Strike," projecting offense; "Sea Shield," projecting defense; and "Sea Basing," projecting sovereignty.

During a May speech at the U.S. Military Academy at West Point, N.Y., President George W. Bush talked about the requirement of the military to "take the fight to the enemy."

"Sea Strike is about taking the fight to the enemy. What we have learned in Afghanistan is the importance of persistent combat power and the ability to project that power at great ranges -

to increase combat reach. That's what Sea Strike is all about," Clark said.

The concept involves developing better ways to project offensive power with Marines, special operations troops, carrier-based aircraft, guns, missiles, lethal and non-lethal weapons, seizing and holding the initiative. Clark predicts new developments in unmanned aircraft, miniaturized munitions and sensors to guide munitions.

The idea for Sea Shield is for the Navy to extend homeland security to the fullest extent possible. This will include intelligence, surveillance and reconnaissance assets; maritime patrol aircraft; and a mix of manned and unmanned systems operating on, above and below the sea.

"Just two years ago we were thinking only about our own defense," Clark said. "Anti-air, anti-sub, anti-surface. Sea Shield is about achieving access. It is about projecting that defense as far as we can over the combined and joint force." Sea Shield is much broader than simply defending Navy ships.

"Sea Shield will also be about sea-based missile defense," Clark said. "I haven't said much about this since I've been CNO, but I believe this nation cannot make it without us having this capability. And so, it's time for me to start talking about it."

Two tests of the sea-based missile defense system, the second just last month, have shown incredible success in sea-based missile defense. The sea-based platform for the missile defense system has surpassed expectations, and quieted those who contend missile defense won't work.

The third leg, Sea Basing, focuses on using the sea as a maneuvering space for joint combat and control, fire



Admiral Vern Clark

support and logistics. This concept includes aircraft carriers, logistics ships and the Navy's program to develop a future maritime pre-positioning force. Sea Basing is all about taking the sovereignty of the United States to the far reaches of the earth.

That, in a nutshell, is the big picture.

Framed by puzzle pieces like Task Force EXCEL (Excellence through Commitment to Education and Learning), which promises to revolutionize training and education for Sailors, efforts to deliver a communications network that allows those in the fight to coordinate in real time, and a robust increase in funding new weapons systems, ships and aircraft, the Navy now has an idea of where it wants to go in the future.

But, the puzzle still needs to be pieced together to reach that end, which presents many challenges.

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Captain's Call

During my recent Captain's Call sessions I highlighted the major budget initiatives that are ongoing at the present time. The biggest challenge I mentioned was the effort to identify \$10 billion in savings throughout the Navy by the start of fiscal year 2004 in order to buy required new ships and aircraft.

Within the NAVSUP claimancy some of our top managers have been meeting at headquarters to work on associated initiatives throughout the claimancy. I expect some of these ideas will be adopted and announced in the coming months. I will share this information as soon as it becomes known. I am happy to report that the proposed 10 percent cut to Navy civilian personnel has not been included in the budget that the Navy will submit. However, the transformation efforts continue.

On the Regional front we continue to push forward with the goal to develop and measure levels of service

across our different product lines. The continued efforts of the Navy Supply IPT and the near-term plan to implement the ABC cost collection and reporting system in CNRSW are keys to achieving success.

The organic government MEO that won the A-76 review of the Navy Integrated Call Center is being implemented. This was a great decision for our dedicated and hard-working employees in the NICC. Congratulations! We are now focused on completing the IT and Retail Supply A-76 studies. There has been a great deal of excellent work to date on these studies and I know you all will continue to develop the best possible management plan for the government's bid.

Finally, the 11th of this month marks one year since the tragedies in New York, Pennsylvania and at the Pentagon. I plan to pause for a couple of minutes at my workspace on Sept 11 and I ask you to consider doing the



same to commemorate the innocent victims. I also plan to authorize liberal leave on the 11th to allow individuals to attend any of the many ceremonies that are planned throughout San Diego.

Please remember your daily efforts directly provide *Combat Capability through Logistics*. Keep charging!

R. E. Berube

The Network

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FISCSD hosted a Product Show on Aug. 15 at Naval Station San Diego. The show featured products produced by people who are blind or have other severe disabilities. Non-profit agencies from around the country that produce the products under the Javits Wagner O'Day Act (JWOD), a mandatory source of supply for all federal agencies, were there to demonstrate the products available through the Express Mart Program. FISC SIMA's EM2 Lam Vu and GSE2 Arnold Libongco listen to a vendor explain his product. Photo by Paul Stuhler.

future of US Navy continued...

Not the least of which is funding. How does a Navy that has had to compete for every additional cent over the past two years pay for such an ambitious plan?

"We have to get in the practice of divesting in things that we can get somebody else to do," said Clark during a July 12 interview. "Streamlining - and then, using the cost savings to pay for what is really needed.

"I said two years ago that we had to have \$12 billion a year to build new ships," Clark said. "Last year we had \$8 billion, the year before that we had a little less than \$7 billion. This budget we're bringing up next year is going to have \$12 billion in it."

So, where does the additional money come from?

"One thing," Clark said, "is that we're overprogrammed. We've got programs that are dragging along. We're putting money in them every year, and they aren't going to deliver - I'm finished with this. It's time to get rid of programs that are on life-support. I don't want to put money in these programs when we have so many other investment challenges today.

"We've got to, in a very disciplined way, set aside investment streams and say we are investing that much in shipbuilding, and this much every year in buying new airplanes.

"What we've found out in the past two years is that we've got airplanes (EA-6Bs) that cost \$15,000 an hour to fly because they are so old. We have got to get these old airplanes out of the inventory."

Clark doesn't shy away from the challenges ahead. When he took over as CNO, he went to Washington with a "top five" list of priorities.

The first priority, manpower, has seen dramatic improvement in the past two years. Retention has skyrocketed from about 39 percent of first term Sailors to the current mark of more than 65 percent, while attrition numbers declined sharply by 14 percent over that same period.

"I am not going to move off readiness and say 'OK, that's done now I'm going over here.' The principles that we've operated by are sticking. We are going to take care of the Navy that the taxpayers of this country paid for. That's current readiness."

**Admiral Vern Clark,
Chief of Naval Operations**

His second priority, current readiness, has improved in part due to realistic requirements and realistic budgeting for those requirements, an additional \$4 billion to the Navy's readiness accounts.

At the root of all these improvements, Clark insists, is the principle of "Covenant Leadership."

"It all springs out of the covenant," he explained, "the promises that we make to people and people make to us. It's leaders committing themselves to the growth and development of people, giving people the tools they need. It's about leaders committing to giving young people the chance to make a difference and, ultimately, a chance to lead."

With regard to current readiness, Clark pointed out "we could not be performing like we are in Operation Enduring Freedom had we not increased the readiness accounts by \$4.2 billion in the past two years. Since Sept. 11, battle group deployment dates have been moved up. Under the old scheme, those ships wouldn't have had the people to deploy. Now, every battle group is manned six months out from deployment."

According to Clark, forgetting about manpower and readiness to concentrate on future readiness would be a mistake.

"I am not going to move off current readiness, and say 'OK, that's done, now I'm going over here.' The principles that we've operated by are sticking. We are going to take care of the Navy that the taxpayers of this country paid for. That's current readiness."

"We're going to keep the heat on priority one and priority two, because if those things slip, it will affect our ability to give the president of the United States options.

"That's what we are about. The president said 'we are going to keep this enemy on the run' (in the global war on terrorism). We're going to take the fight to the enemy. You can't do that without a Navy. By not knowing where we are going to show up next, you keep the enemy on the run."

And so the focus is shifting to the future. Last year, Clark told *The Flagship* that in order to keep step with demands of current readiness in years past, future readiness had to take a hit. No more. The future begins now.

Framed by an increase in quality of service and current readiness issues, Clark said the Navy will now move forward. The road ahead, he insisted, will not be easy.

"We make no proclamations that all of our problems are solved, that there are no challenges left," Clark said, "I can promise you there are plenty left. That's part of the covenant. We promise there are going to be some hard days. There are going to be some days that are really difficult.

"But, because those Sailors on the deckplate have got pride, and because they're about service, they're going to rise to the challenge. Their leaders are making sure they feel ownership for their work, making sure they're as self-sufficient as they can be. That's what the covenant is all about."

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Enterprise News Briefs

The **Department of the Navy eBusiness Operations Office** has funded the second round of eBusiness pilot projects for fiscal year 2002. The pilot projects include the “Web-based Planeside Assessment Tool/Electronic Readiness Integrated Improvement Program,” for Commander, Naval Air Force, U.S. Pacific Fleet; the “Military Flight Operational Quality Assurance,” for the Deputy Assistant Secretary of the Navy (Safety); “Unit Level Ammunition Scorecard,” for the U.S. Marine Corps; “Training Oriented User Resource Scheduling Fleet Replenishment Scheduler,” for the Chief of Naval Education and Training; the “USMC Warfighter Portal,” for the USMC Systems Command; and “Auto READ Digital Calibration,” for the Naval Air Systems Command.

The **NAVSUP Conference Room Pilot team** received the Assistant Secretary of the Navy annual team award for 2001-2002. CRP team members **Robin Porterfield, Karen Rhoad** and **Scott Dorsey** received the top Navy award for using a commercial software package to consolidate financial information into one source.

On Aug. 9 **CAPT Stephen J. Olson** relieved CAPT Christopher D. Knaggs as commanding officer, FISC Pearl Harbor.

On Aug. 16 **CAPT Loren Heckelman** relieved CAPT William Kowba as commanding officer, FISC Norfolk and Regional Program Manager for Supply and Logistics.

On Aug. 23 **CAPT Thomas McIlravy** relieved CAPT Michael Roesner as commanding officer, NAVSISA.



SDSCA to host golf tournament

The San Diego Supply Corps Association will host a golf tournament on Oct. 4 at the Admiral Baker North Golf Course. The format is a four-person scramble with a shotgun start at 7:30 a.m. Registration begins at 6:15 a.m., with all participants in their carts by 7:15 a.m.

The entry fee is \$65 and includes green fees, golf cart and a barbecue lunch served after play.

Prizes will be awarded for first and second low gross, two long-drive holes, and two closest-to-the-pin holes.

Submit entries and entry fee no later than Sept. 23 by contacting LT Mike Apriceno at michael_apriceno@sd.fisc.navy.mil or (619) 532-2275.

Advance payment is required by check payable to SDSCA and can be mailed or hand-delivered to LT Apriceno, Code 102, Fleet and Industrial Supply Center, 937 N. Harbor Dr., San Diego, CA 92132. Entries are limited to 144 participants.



NADEP artisans to start Super Hornet mod

U.S. Navy Photo by PH3 Kittie Vandenbosch

The F/A-18E/F is the Navy’s newest aircraft, and artisans working for FISC San Diego’s partner site, Naval Air Depot North Island, based at NAS Lemoore, are modifying the *Super Hornet* to make it a lean, mean fighting machine to fight the U.S. war on terrorism in south central Asia.

Each *Super Hornet* will undergo a two-month-long program to improve some of its airframe capabilities and qualities that will improve a number of warfighting, handling and capabilities of the aircraft. The airframe modification program is part of the F/A-18E/F Integrated Readiness Support Team (FIRST) initiative.

Applying for a Navy job using Resumix

What is Resumix?

The Human Resource Service Center – Southwest (HRSC-SW) uses Resumix, an automated referral system, to fill vacancies. This automated referral system is used in conjunction with an “inventory-based” recruitment and placement system. “Inventory-based” means that they accept resumes on an open continuous basis for virtually all of the jobs found in their customers’ organizations, at all locations, all the time.

When you apply to the open inventory you are not applying to a particular vacancy; rather, you are applying to all future vacancies in a particular series and in the geographic locations you identify in your resume. Jobs are filled faster because your resume is already available for referral when a customer tells the HRSC-SW that there is a vacancy they want to fill. You need only apply once for any series. Your resume stays on file until you cancel it, are selected for a position, or you are otherwise notified to reapply.

How to apply

If you are a current or former Federal Employee, or if you are VRA or VEOA eligible, applying is now as easy as 1 – 2 – 3.

1. Check to see which job(s) (series) you would like to apply for by reviewing those in the HRSC-SW inventory at <http://www.donhr.navy.mil/HRSC/hrsc.asp?ItemArea=8>, then click on “jobs” on the left-hand side. If you don’t have access to a computer, visit one of the HRO Self-Service Information Centers. They are equipped with computers and Internet access. Self-Service Information Centers are located on all major bases in San Diego and in Seal Beach and Corona. Hours of operation are 7:30 a.m. – 4 p.m.

2. Carefully read the position announcement. Not all announcements require the same information. Some may contain job-unique requirements and/or special application instructions, for example, those that require you to possess and provide information on certifications or licensures. So read the announcement carefully.

3. Prepare and submit your resume. Although not required, it is recommended you use the Resume Builder tool at the end of each position announcement listed at the above Web address. Resume Builder is the fastest way to get your resume into the open inventory. Once you select the position you are interested in applying for, scroll to the bottom of the announcement and click on the “Take Me to the Resume Builder” button. Block-by-block, the Resume Builder will prompt you to enter all the information necessary to create an electronic resume. You can even create an account and save your resume there until you are ready to submit it. Be sure to complete the entire resume form, including the Additional Data Sheet located at the end of the resume. When you are satisfied with your resume hit the submit button and you are finished! Within just a few minutes, you will receive a return receipt e-mail with a courtesy copy of your resume.

Before starting your resume, you may want to get some helpful hints by reading ‘How to Prepare a Resume’ and by reviewing a sample resume on the HRO home page. You can link to the HRO home page from the FISC San Diego HRO Extranet page. You may also stop by any one of the HRO Self Service Information Centers and pick up an Applicant Kit.

If you don’t want to use Resume Builder, you can send your resume and Additional Data Sheet in the body of an e-mail to wantajob@sw.hroc.navy.mil.

If you don’t want to submit your resume and Additional Data Sheet electronically, you may send a hard copy to Department of the Navy, Human Resources Service Center – Southwest, 525 B Street, Suite 600, ATTN: Code 53 – Resume Intake Unit, San Diego, CA 92101-4418.

Regardless of your method of submission, you will receive a postcard confirming your successful application to the open inventory. If you don’t receive a postcard within two weeks of submission, call the Resume Intake Unit at (619) 615-5733.

All applicants who are considered for a particular vacancy, but not selected, receive written notification of non-selection.

Applying for more than one series

Applying for more than one series is now a snap too. Once you have a current up-to-date resume and Additional Data Sheet on file with the HRSC-SW, you may request that it be used to apply for other series by using ‘Application Express.’ Application Express is an option listed at the bottom of the position announcement under the Resume Builder Button. It is important to use Application Express because you can only have one resume on file in Resumix. If you use Resume Builder again you will replace your existing resume and cancel any prior application to a series, which you made. Hit the ‘Application Express’ button, answer a few important identification questions, and your most recent resume will be used for consideration for the additional series.

Workforce career paths

By Mike Stames, Technical Director

Editor's note: This is the first 'Straight Talk' article in a series on Workforce Career Paths.

The minute I started thinking about how I would approach writing an article that adequately addressed workforce career paths, I realized this would be a tough topic.

Various environmental factors such as the Navy's Competitive Sourcing Plan to conduct functional Commercial Activity (A-76) studies; the current Department of Navy budget dilemma of how to reduce the cost of operations by \$10 billion in order to recapitalize our aging weapon systems; and the emphasis on alignment across the Navy make the task of identifying our future NAVSUP and FISCSD missions difficult. Even so I believe there is no better time than this to envision our future and identify the types of jobs and/or occupations that we can expect to have over the coming years.

Recent manpower studies have identified that the DON is facing a large number of personnel that are becoming retirement eligible over the next five years. Thirty-two percent of our workforce across the FISCs will be

eligible to retire. I can't imagine what such a turnover of personnel and the associated loss of knowledge/talent would do to our FISC organizations.

We have been experiencing a 2 to 4 percent annual attrition rate for years. In an effort to make sure the Navy is prepared for this potential turnover of talent, a community-based human resource planning model has been developed. This community model categorizes all civilian personnel into one of 20 communities. Each community across Navy will have a community manager – a Senior Executive Service and/or Flag Officer advocate – who is responsible for establishing common core training requirements to address specific knowledge and skill requirements for their community, and providing guidance and support to claimancy community managers to ensure the Navy is adequately prepared to maintain a skilled and capable workforce to support mission requirements.

So...what does this mean to us? Our NAVSUP Civilian Workforce Planning Team working closely with activity personnel recently identified those specific communities that are associated with our NAVSUP enterprise mission and have identified community managers and anchors who will assist

the manager in identifying personnel requirements and workforce development needs across the claimancy. As supply logisticians we are focusing our efforts on the following community groupings:

- Logistics
- Information Management
- Information Technology
- Contracting
- Administration / Analysts
- Public Affairs / Medical
- Wage Grade
- Financial
- Manufacturing/Production
- Legal
- Engineering and Sciences
- Human Resources, Education and Training
- Environment / Facilities
- Intelligence / Security
- Law Enforcement

Each of us falls into one of these communities. We can expect to see specific knowledge, skills and ability listings for each community and a greater emphasis on tailored Individual Development Plans based on individual KSA gaps. A few communities across Navy such as Legal and Contracting are already managed this way to a large degree.

Future 'Straight Talk' articles will focus on specific communities and associated career paths. Stayed tuned.

Focus Group helps improve corporate climate

As a part of the Corporate Climate Survey Round 3 Action Plan, the FISCSD Executive Steering Committee launched a focus group to examine the low satisfaction rating of black females for specific employment issues. The focus group has completed their review.

As a result of their valuable input we will be establishing an Equal Employment Opportunity Advisory

Committee to promote diversity education and awareness throughout the Command. Additionally, we will be expanding the use of official bulletin boards, the Extranet and the Network to promote available employee programs and general employment information.

Our thanks to Lynda Bradford, Mattie Buchanan, Janice Charles, Tracy Clayton, Gail Cook, Dorothy Daugherty,

Elain Davis, Margaret Deckard, Archelle Dean, Linda Enoch, Lonnie Fountain, Alana Fuller-Gilliam, Lois Gilmore, Constance Hayes, Willie Jackson, Kimerly Jones, Sandra Smith, Elizabeth Taylor-Hooker, Dorothy Valdez, Erma Jean Williams, and Jane Young for their constructive feedback and suggestions to improve and promote a positive corporate climate!



6th annual San Diego Navy Birthday Ball

Commander, Navy Region Southwest takes pleasure in announcing that the San Diego Navy Birthday Ball will be held on Saturday, Oct. 12 from 6 p.m. to 1 a.m., at the Town & Country Resort in Mission Valley. Social hour starts at 6 p.m., with the ceremony starting at 7 p.m.

This year's Navy Ball theme is Enduring Freedom.

The Navy Ball is a naval tradition, steeped in pride. The Ball is open to all active-duty, Reserve, and retired military members, DoD civilians, spouses and civilian guests. It represents the one time each year when all Sailors can gather together to celebrate and pay tribute to 227 years of naval heritage.

The guest speaker for the event will be Mr. Antwone Fisher, a former Sailor, author of a new book, "Finding Fish," and the subject-matter of a soon to be released movie, "Finding Fish." Music will be provided by the Navy Band.

Tickets are available today from your command representative or from one of the following Navy Ball committee representatives: NAVBASE San Diego - BMC Boner at 556-8006; NAVBASE Coronado (NAB) - SCPO Rogers at 437-9609; NASNI/AIRPAC - FCCM Howser at 545-1498; NAVBASE Point Loma - CMDM Beckman at 553-9727; and CNRSW - QMC Stiner at 532-4796.

Ticket prices are as follows: E1-E4 (GS1-GS4) and guest \$15 each; E5-E6 (GS5-GS6) and guest \$20 each; E7-O3 (GS7-GS12) and guest \$30 each; O4 (GS13 and above) and guest \$45 each. Retired military & non-DOD civilians \$100 each.

Commands, wardrooms and CPO messes are advised that there is table seating of eight persons per table. Corporate organizations may purchase individual tickets through the Navy League at (619) 569-6587.

Uniform for this event is Dinner Dress White (jacket optional for O3 and below); and Dinner Dress White Jacket for O4 and above. Civilian attire is formal.

For more information please refer to the CNRSW Web site at www.cnrsw.navy.mil, click on the link "2002 Navy Birthday Ball."

Interactive Voice Respose System Benefits Line

Beginning July 8, the Interactive Voice Response System (IVRS) Benefits Line will be available for employees to use along with the Employee Benefits Information System (EBIS) to obtain benefits information and to make personal benefits transactions.

IVRS may be accessed from a touch-tone telephone by calling toll-free 1-888-320-2917.

EBIS may be accessed directly on the Internet at

www.civilianbenefits.hroc.navy.mil or by going to www.donhr.navy.mil and clicking on the word 'EBIS.'

The same types of transactions that can be made on EBIS using a computer also can be made using IVRS on a touch-tone telephone. Employees now have the option to use either EBIS or IVRS to make their own benefits elections.

HRSC-SW's general benefits line is toll-free 1-888-320-2917.

Coming soon to your Navy Exchange - Exchange Select

By Kristine M. Sturkie, Navy Exchange Service Command Public Affairs

Customers who shop at Navy, Marine Corps, Army, Air Force and Coast Guard exchanges will soon find a new private label brand on their store shelves. NEX and American Mercantile products are taking on a new look and name. They'll now be called Exchange Select.

Customers will find Exchange Select in a wide variety of products including health and beauty care, baby products (including diapers), health care, vitamins and supplements, toiletries and deodorants. Surveys of similar name brand items have shown that exchange private label products offer a 20 - 50 percent savings to customers.

To ensure you're getting a quality product, everything is tested multiple times to ensure the exchange's high standards are met. Exchange Quality Assurance representatives also visit plants of suppliers to ensure they are in compliance with the Food and Drug Administration (FDA) Good Manufacturing Practices. In addition, all over the counter medicines meet established FDA guidelines.

Select Exchange Select products, starting with laundry and baby care to name a few, began appearing on the shelves of Navy Exchanges in the United States this summer. Customers overseas will see Exchange Select products soon. During this time NEX brand and American Mercantile products will be phased out on special clearance.



Meet LCDR Paul Amodio



LCDR Paul Amodio started his naval career as a Naval Reserve Officers Training Corps student at Miami University. Upon graduation and completion of the Basic Qualification Course at Athens, Ga., he took his first assignment as the supply officer and assistant officer in charge for the Military Sealift Command, Diego Garcia. Upon his tour completion, he spent two months doing Officer Hometown Area Recruiting Program duty in his hometown of Kent, Ohio, and surrounding areas, before reporting to the USS *John Hancock* (DD-981) as the Disbursing, Food Service and Sales divisions officer. Seven months into his tour, he flected up to supply officer and earned his Surface Warfare Supply Corps Officer pin and three consecutive Blue "E"s.

After completing his initial ship tour, he attended Kansas University and earned a master's degree in Business Administration in Petroleum Management.

Yearning again for sea duty, he reported to the USS *John F Kennedy* (CV 67) where he split his tour as the aviation support officer and readiness officer. During his tour on the *Kennedy*, the Supply

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Navy Lodge debuts new Web site

By Cheryl Budka Freeley, Navy Exchange Command Public Affairs

The Navy Lodge Program, a part of the Navy Exchange Service Command, has launched a new Web site at www.navy-lodge.com.

The site gives a listing of each Navy Lodge location complete with directions, phone numbers and other helpful information. The Navy Lodge System has a 24-hour reservation system, which is unique among the service hotels.

Once an individual Navy Lodge has been selected, the Sailor can view a photograph of the facility and see check-in and -out times and get directions. Area attraction details as well as information about facilities within walking distance are also listed.

All Navy Lodge rooms are air-conditioned, have cable TV with HBO, a videocassette recorder, direct-dial telephone service and many have a kitchenette complete with microwave and utensils. You'll also find vending machines, video rental service and guest laundry facilities as well as handicapped accessible and nonsmoking rooms.

Free local calls, free in-room coffee and newspapers as well as convenient on-base parking are also available during your stay.

Aside from using the Web site, Sailors can call 1-800-NAVY-INN, 24 hours a day, 7 days a week to receive a Navy Lodge directory or to make a reservation.

Once you make a reservation, you cannot be bumped from your room. Reservation and room assignments are accepted on an as-received basis without regard to rank.

New presidential order naturalizes some non-citizen Sailors

By Carolyn Alison, Office of the Judge Advocate General Public Affairs and LTJG Bill Danzi, Center For Career Development

Thousands of non-citizen Sailors and officers currently serving in Operation Noble Eagle and Operation Enduring Freedom are eligible to become naturalized citizens early thanks to a Presidential Executive Order.

The new Executive Order, described in NAVADMIN 217/02, permits direct naturalization of aliens who have served in an active-duty status during any period in which the Armed Forces were engaged in military operations involving armed conflict with a hostile foreign force.

Service members applying for naturalization are asked to submit all documentation required by the Immigration and Naturalization service to include: form N-400, application for Naturalization; G-325B, biographic information; and N-426, request for certification of military or naval service.

For additional information go to www.jag.navy.mil and click on 'legal assistance', then 'immigration'. Or, contact the Legal Assistance Division, Office of the Judge Advocate General (Code 16) at DSN 325-4643, (202) 685-4643 or legalassistance@jag.navy.mil.

Start spreading the news - MWR's New York City Contest now open

By Robin A. Hillyer Miles, Public Affairs Specialist NPC MWR Division

If your vagabond shoes are longing to stray, you may have a chance to explore New York City. Navy Morale, Welfare and Recreation (MWR) has planned a dream trip for 10 lucky winners and their guests to be a part of the excitement in New York from Dec. 27, 2002 to Jan. 2, 2003.

Active duty personnel stationed on a Naval facility and their family members ages 18 and older are invited to enter the newest Saluting Sailors and Their Families contest, Navy New Year's Eve in New York City.

No purchase is required and there are four ways to enter from Aug. 1 to Nov. 1. Enter via the web site www.mwr.navy.mil. Fax in an entry form to (901) 874-6831 or DSN 882-6831. E-mail your form to NYCtrip@persnet.navy.mil. Or utilize the U.S. Postal Service and mail in your entry form to Saluting Sailors and Their Families, Attn: Navy New Year's NYC Contest, P O Box 606, Millington, TN, 38053-0606.

Entry forms may be found at most any of your local MWR facilities beginning August 1. Contact the Navy MWR Division to receive an entry form at contestinfo@persnet.navy.mil.

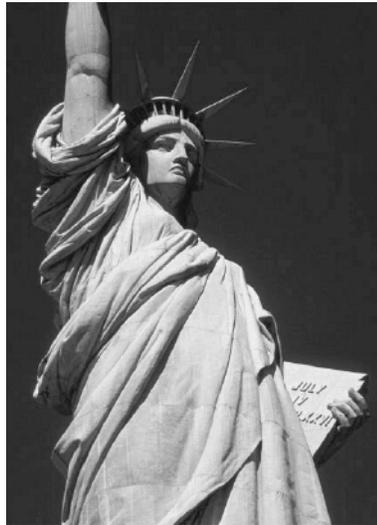
A city tour is included in the trip, but you'll also be given some free time to venture out on your own. Museum

fans will find themselves in museum mecca. Dining opportunities abound in this city of lights. Even strolling down Fifth Avenue is an adventure not to be missed. Do we even need to mention the shopping opportunities?

Wake up in the city that never sleeps with excellent accommodations. The Plaza was opened in 1907 and at the time was a 19-story skyscraper residence built for the elite.

The Vanderbilts held a suite of rooms at The Plaza for years. The hotel was first used as a movie set for Alfred Hitchcock's "North by Northwest." The magnificent 805 superb guestrooms and suites overlook either Central Park or Fifth Avenue. In recent years, the hotel has been gloriously restored and subtly modernized to offer travelers the utmost in comfort and luxury.

Every detail of your travel is completely planned from the limousine ride from the airport to the hotel to the



fun little gifts left in your room. Your personal escorts have pre-arranged your check-in and transportation to all group events. Okay, they'll even reimburse your taxi/public transportation fares too!

Your Broadway Show and Radio City Music Hall tickets have been purchased and are awaiting your arrival. Last year the attendees saw such shows as "The Producers," "Aida," "The Lion King," and "A Chorus Line."

No winter trip to New York is complete without the Radio City Music Hall's Holiday Spectacular with the world famous Rockettes.

Make a brand new start of it with a spectacular New Year's Eve celebration right in the very heart of Times Square with about a million of your close friends.

If you make it there you'll make it anywhere, including lounging on New Year's Day in the Hospitality Room as you watch the Bowl Games, or get on out and be a part of it in old New York with a day of sightseeing.

Be sure to enter to win - it's up to you, New York, New York.

Program offers classes to spouses of enrolled military personnel

By Sandra Jontz, Stars and Stripes European edition

An online university program is offering free classes to students whose military spouses already are enrolled.

American Military University has set aside 2,500 scholarships for the spouses of the school's military students, totaling \$3.7 million in educational opportunities.

Credits are one to one, meaning if a service member is taking two classes, his or her spouse can only enroll in up to two classes.

The university offers everything from child development to human resources to combating terrorism. It offers associate's, bachelor's and master's degrees in more than 50 programs, from business administration to naval warfare.

The university, founded in 1991, is accredited by the Distance Education and Training Council.

The Web site for information or to enroll is www.apus.edu. The link for the free program for spouses is www.apus.edu/apus/Spouses or via e-mail at spouses@amunet.edu.

Information about the accrediting process can be found at www.detc.org.

New site offers free online courses for federal workers

By Brian Friel, GovExec.com Today

Federal workers can take free online courses on about 30 subjects ranging from project management to coping with stress through the Gov Online Learning Center at www.golearn.gov, a government-sponsored Web site that debuted July 23.

Federal employees can take the courses, which take from two to eight

hours to complete, at no charge to themselves or their agencies.

The launch of the Web site is the first step in the Bush administration's plan to make the Gov Online Learning Center a "one-stop" shop for e-training in the federal government. The learning center is one of the 24 major initiatives that the Bush administration is sponsoring as part of its e-government strategy.

For the full story, go to <http://www.govexec.com/dailyfed/0702/072302b1.htm>.

Stop-Loss policy terminated

From Chief of Naval Personnel Public Affairs

The Navy has released all Sailors currently remaining on stop-loss, a policy that kept Sailors with certain specialties past their retirement or separation date to support the nation's war on terrorism.

Stop-loss is being terminated because fleet input indicates commands

are properly manned to respond to current and projected operational requirements. Although terminating stop-loss releases all Sailors previously held past their separation or retirement date, the Secretary of the Navy will continue to review the need to use stop-loss as the current national emergency continues.

Sailors will be released from stop-loss no earlier than Aug. 5, 2002 and no later than Dec. 31, 2002.



FISC hosted the Supply Chain Management Conference at the Naval Air Base Club Coronado on Aug. 28-29. The conference is an opportunity for all FISC partner site directors to come together to provide information on current and future initiatives. Pictured above are the FISC site directors who attended the conference.

Bulletin board available on Extranet

The following official documents are located on the FISCSD Employee Extranet Library page at https://Extranet.sd.fisc.navy.mil/library_set.html under Official Bulletin Board (left-hand column). This electronic source for official bulletins is in addition to the hard copies posted on official bulletin boards in various locations throughout the command.

1. The Occupational Safety and Health Act
2. FISCSD Hotline Poster
3. Fire Bill
4. Civilian Employee Assistance Program
5. Hatch Act 1993
6. FISCSD EEO Policy Statement
7. NAVSUP EEO Policy Statement
8. NAVSUP EEO/Diversity Policy
9. FISCSD Information Systems Security Policy Statement
10. FISCSD Security Policy
11. OSH Office Bulletin
12. CNRSW OSH Policy
13. FISCSD Sexual Harrassment Policy
14. Alternative Dispute
15. NAVSUP Fraternalization
16. NAVSUP Sexual Harrasment Policy
17. DoD Priority Placement Program Policy
18. EEO Complaint Process



FISC San Diego Training Calendar for September/October 2002

To enroll in any of the following classes call (619) 532-2038 (DSN 522) or send an email to fiscsd_training@sd.fisc.navy.mil. Supervisory approval is required.

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

Motivating at work

Sept. 4, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl.

Introduction to Word

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

FISC Bldg. 1, 3rd Fl., PC Learning Center

Making the Most of the Internet

Sept. 4, 8 a.m. -12 noon

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to Excel

Sept. 10, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to FrontPage

Sept. 11, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Intermediate Excel

Sept. 12, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Attitude: Radiating Possibilities

Sept. 12, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., Eagle Room

Introduction to PowerPoint

Sept. 17, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Situational Leadership II

(Supervisory Training)

Sept. 18, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., Pacific Room

Intermediate PowerPoint

Sept. 19, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to Access

Sept. 24, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Lotus Notes Mail

Sept. 25, 8 a.m. -12 noon

FISC Bldg. 1, 3rd Fl., PC Learning Center

Intermediate Access

Sept. 26, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Advanced PowerPoint with Charts

Sept. 27, 8 a.m. -12 noon

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to Microsoft Word

Oct. 1, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Intermediate Microsoft Word

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

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to Microsoft Excel

Oct. 8, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Intermediate Microsoft Excel

Oct. 10, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to Microsoft PowerPoint

Oct. 15, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Intermediate Microsoft PowerPoint

Oct. 17, 8 -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Lotus Notes Mail

Oct. 16, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to Microsoft Access

Oct. 22, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to Microsoft FrontPage 2000

Oct. 23, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Intermediate Microsoft Access

Oct. 24, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Introduction to Microsoft Project

Oct. 29, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Advanced Access

Oct. 30, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Intermediate Microsoft Project

Oct. 31, 8 a.m. -4 p.m.

FISC Bldg. 1, 3rd Fl., PC Learning Center

Brand new courses being offered at FISC

Joint Total Asset Visibility (JTAV) Training

Date: Sept. 23.

Time: Two sessions: 8 - 11 a.m., or 12 noon - 3 p.m. (enroll in just one session).

Location: FISC Bldg. 1, 3rd Fl., PC Learning Center.

Audience: Recommended for Code 100/ Supply Chain Management / Logistics personnel.

This course will present information on Joint Total Asset Visibility including a demonstration of its capabilities. JTAV is Web-based and provides users from all services with timely and accurate information on the location, movement, status and identity of units, personnel, equipment and supplies.

Writing Standard Operating Procedures (SOPs)

Date: Oct. 1.

Time: 8 - 10 a.m.

Location: FISC 3rd Fl., Bldg. 1, Synergy Center.

Audience: Recommended for all personnel who document work processes and procedures. Particularly helpful for supervisors and team leaders responsible for writing SOPs and desk guides.

Prerequisite: All students must have hands-on knowledge of PCs, basic typing ability, and knowledge of Microsoft Word.

This course will provide you with specific information on how to document work processes, including hands-on practice writing SOPs.

As with all courses, supervisory approval is required for attendance. If you are interested in enrolling in any of these courses, just contact FISCSD Training at (619) 532-2038, DSN 522-2038 or by e-mail at: fiscsd_training@sd.fisc.navy.mil.

Enroll now. You don't want to be late for school!



Meet
SK1
Maribel
Caro



Occupation: Currently working for Foreign Military Sales Program, Comptroller Department.
Birthplace: Quezon City, Phillipines.
I graduated from: Mary Immaculate Academy, Phillipines and Marie College and Medical Careers, San Diego.
What brought me into civil service: I needed a secure job.
Hobbies: Running, gardening and reading.
Nobody knows: I am a workaholic.
Pet peeve: People who don't carry their own weight at work.
If I could, I would change: My car.
Secret to success: Always have a positive attitude.
If I could do it over, I'd: Pick a better place to vacation.
I've never been able to: Miss a deadline.
The last good book I've read: Study Guide for PN.
Favorite quote, motto or phrase: Behind each dark cloud, the sun is always shining.
Favorite singer/group: Mariah Carey.
I wish I could stop: Working too hard.
The one thing I like best about myself: I am well-organized and very productive at work.
I am proud of: My work habits.
I'd give anything to have met: My boss' expectations.
My most embarrassing moment: When I answer the question ahead of my boss.

Only you should be you – preventing identity theft

By LT Jennifer Blazewick, EURSWA Naval Legal Service Office

Thieves don't always steal your material goods. Sometimes, they steal your identity instead.

Identity theft happens when someone uses your personal information and your good credit to open new credit accounts so they can run up large bills in your name.

This can have a devastating effect on a victim's life. Usually the victim is not aware of the problem until he or she is denied credit. The victim then usually spends years repairing his or her credit. In the meantime, it can be difficult for the person to obtain loans, get an apartment, or even write checks.

How does identity theft happen? The most common way is to steal a purse or a wallet. Other common methods include looking through your garbage for credit card receipts or bills, grabbing information off of Internet sites, stealing your mail, or lifting your social security number from forms you've filled out.

Once the thief has this information, he may open a new credit card account in your name to provide a "new" billing address. The thief may also request replacement cards of accounts you already have, or try to redirect all of your mail.

You can take some very easy steps to protect yourself against identity theft.

- * Minimize the number of credit and identification cards that you carry. Secure the rest of your cards in a lockbox at home. Do not carry your social security card with you.

- * Pay attention to billing cycles, and follow up with creditors if bills don't arrive on time. Dispose of credit card receipts, credit applications, insurance forms, and bank statements properly. Shred them!

- * Do not give personal information or account numbers to anyone until you have confirmed the identity of the person requesting the information and verified that you actually need to share the information.

- * Put passwords on your credit card and bank accounts. Avoid using easy to guess information like your mother's maiden name, your birth date, or the last four digits of your social security number.

- * Finally, order and examine your credit report at least once a year.

If your wallet or a credit card is stolen or was stolen in the past, you are at higher risk of becoming a victim. Immediately contact each credit reporting agency (CRA) and have a "fraud alert" placed on your file. You may also put a statement in your credit report asking creditors to call you before opening any new accounts or changing existing accounts. Both of these actions will help prevent an identity thief from opening additional accounts in your name.

In the case of identity theft, prevention is definitely easier than the cure!

NMCI scheduled to come to FISCSD February 2003

What is NMCI?

The Navy-Marine Corps Intranet is a five-year, \$6.9 billion Information Technology outsourcing contract the Navy awarded in October 2000 to Electronic Data Systems Corp. which will let the DON treat IT as it would any other utility (like electricity) in this "seat management", purchased-service environment.

Purpose

NMCI is the Department of the Navy's first big step toward reaching the Joint Vision 2010 goal of information superiority for the Department of Defense. Information superiority has been defined as the ability to collect, process and disseminate an uninterrupted flow of information while denying the same to an adversary. As DON's first step, NMCI will establish a standardized end-to-end system for voice, video and data communications for all civilian and military personnel within the DON.

NMCI...

- Will enable faster, better, more secure decision-making
- Will replace thousands of independent networks with one secure network
- Will ultimately provide a seamless flow of information among all shore facilities
- Will be an integral part of the Global Information Grid
- Will provide voice, video and data communications for all DoN civilian and military personnel including deployed forces, to make them more efficient, more productive and better able to support the critical war fighting missions of the Navy and Marine Corps.
- Will include training, maintenance, operation and infrastructure

- Is a long term, performance-based contract for a standardized end-to-end information service

When is NMCI coming and what will we see happen?

The current schedule calls for EDS to assume responsibility (AOR) of FISCSD San Diego's present infrastructure Feb. 3, 2003. At AOR all equipment that is currently providing NMCI-like services transfers to the EDS Information Strike Force. Also at AOR, the civil service IT personnel previously supporting that infrastructure will leave FISCSD employment and be offered jobs with EDS. Current contractors will likely become EDS subcontractors.

'Cutover' is to begin 60 days after AOR. That is the period when the ISF will be delivering new "seats" to FISCSD users. The new "seat" includes hardware and software at the desktop; help desk and desk-side support; network infrastructure; Local Area Network, Base Area Network, and Wide Area Network connectivity; and all future upgrades required to meet the Service Level Agreements.

Will I get a new PC?

Yes, our basic seat order will provide a 'White Seat' – currently a Dell OptiPlex GX240, Pentium IV 1.8Ghz, 256MB memory, 20GB disk drive, CDR-W drive, 3.5" floppy, speakers, 17" Dell Display, PS/2 Intellimouse, and Smartcard keyboard. Users who travel regularly will get a Dell Latitude C600 Pentium III 1.0Ghz laptop with 256MB memory, 20GB hard disk, 3.5" floppy, CDR-W drive, 14.1" XGA active matrix display, battery, carrying case, docking station, 17" Dell Display, PS/2 Intellimouse, and Smartcard keyboard.

What about software?

Each seat will include a "Gold Disk" suite of basic software applications. The Standard Office

Automation software included on the Gold Disk consists of MS Word, MS Excel, MS PowerPoint, MS Access, and MS Outlook (e-mail). Additional standards are MS Windows 2000, MS Internet Explorer, Netscape Navigator, NetMeeting, WinZip, Norton A/V, Adobe Acrobat Viewer, TN3270 Client VT100 Emulation, Media Player, Trim Captura (records/document management), and Remote Management.

All other software applications are considered to be Legacy applications and each and every one will have to be tested and certified by the ISF to be fully compliant with the NMCI environment before they can be mapped to and installed on a particular user's seat.

The Navy's goal is to reduce the number of Legacy applications to the absolute minimum to facilitate transition to the new environment and to enhance security, improve standardization, reduce duplication/redundancy, and minimize software support costs. This stage of the transition preparation is known as Rationalization and the FISCSD Team and department points of contacts are pushing through this now. The goal in Rationalization is to employ reasonable and responsible rules in selecting only those desktop and server-based applications, both commercial off-the-shelf and government off-the-shelf, required to support command or DON missions, goals and business processes.

Still have questions?

See your department POC or look at http://www.eds-gov.com/nmcifaqs/faq_general.asp

We will all be learning a great deal more about NMCI in the coming months.

Mussel's gym has lots to offer FISC employees

By Kota Henmi, Mussel's Gym

Of the 10 fitness centers available to use in the Commander, Navy Region Southwest metro area, Mussel's is definitely the best-kept secret in town!

Mussel's is equipped with 21 pieces of cardiovascular equipment including stairmasters, lifecycles, treadmills, crosstrainers, 20 selectorized pieces of strength equipment featuring Cybex, and a climbing wall. Mussel's also has a full-size free-weight room. There is something for everyone in the facility!

The best feature of Mussel's is its staff. Mussel's has a staff of six fitness instructors who work at this facility or at other Naval Base facilities. They are



all certified by accredited, nationally recognized organizations. All members of the staff are very friendly and willing to give assistance to anyone who wants it.

Personal training is offered for FREE. Even if you just want to ask a fitness-related question, don't be afraid to ask. They want to help you. The best way to set up a personal training

appointment is to walk into the facility and talk to the trainer. Let them know what your needs are and let them tailor a workout/routine for you.

Mussel's, as we know it today, opened under MWR supervision in January 1998. Prior to that, some of you may remember it as an old warehouse with bits and pieces of hand-me-down exercise equipment strewn about the facility. With the help of MWR's special projects department and an artist who provided the aquatic décor to the walls, the old warehouse was renovated into Mussel's. A Naval Station athletic department employee came up with the name for the facility. Obviously, its location was the inspiration for the name.

Mussel's hours of operation are Monday - Friday, 5:30 a.m. to 5:30 p.m., and closed on weekends and holidays. For more info on Mussel's, call 532-1341.

Come on in and let us show you around!



Mussel's Fabio Della Santa and Martina Johnson are personal trainers available to help FISC employees achieve their fitness goals.



Letters of Appreciation

Caroline Standish, Code 240, for contracting support provided to the Ship Repair Facility, Yokosuka, Japan.
Marino F. Camia, Code 112, for support provided to USS *Bunker Hill* (CG 52) as their logistics support representative.
John Young, Yolanda Ortiz, Judy Hibig, Reyna Guzman and Teresa Morales, Code 100N, for subsistence support provided to USS *Boxer* (LHD 4) during the period April through July 2002.
Patricia A. McAdoo, Code 121, for support provided to Naval Air Station Atlanta for the Segmented Variable Operating Safety Level review and the VAW-77 Phase Kit project.

David G. Alfonso, Code 112, for support provided to USS *Mount Vernon* (LSD 39) as their logistics support representative from October 2001 through June 2002.
Jessica Dunker, Code 240, for support provided to Assault Craft Unit Five in completing the FURNO contract.

Retirement

Jeffery H. Gunter, Code 112
Mary E. Tenorio, Code 100J
Karl W. Green, Code 100K

Reenlistment

SK2 Gilbert C. Chavez

Congratulations

LT Darrel Olsowski and LT Cody Hodges for selection for promotion to lieutenant commander.
SK2 Rex Soira for selection for promotion to Chief Petty Officer.
LT Darrel Olsowski, LT Michael Apriceno and LT Richard Dixon Jr. for selection for Post Graduate school.

Letter of Commendation

CE3 Herrold A. Flauta for performance of duty while serving with the U.S. Naval Mobile Construction Battalion Three from February 2000 to February 2002.

Reporting employee mishaps

The Federal Employees' Compensation Act (5 U.S.C. 8101 et seq.) is administered by the Office of Workers' Compensation Programs of the U.S. Department of Labor. It provides compensation benefits to civilian employees of the United States for disability due to personal injury sustained while in the performance of duty or to employment-related disease.

When an employee suffers a mishap on the job (injuries, motor vehicle accident, property damage, or occupational disease), the employee is covered under FECA.

When a mishap occurs, the employee should immediately notify his/her supervisor. Report all mishaps where there is damage to government equipment or property and all near mishaps.

The supervisor should immediately assist the employee in obtaining medical treatment if the employee is injured. The Injury Compensation Office will assist supervisors in matters relating to on-the-job injuries or occupational diseases. Call (619) 532-3909/1299/1285 or DSN 522 or visit the Human Resource Office Web site at www.cnrsw.navy.mil. Look under 'Programs,' then under 'Injury Compensation' for forms and additional information.

Military personnel must report all mishaps immediately to their supervisor, which occur both on and off duty. Report all traffic incidents involving government and private vehicles used during official government business with or without injuries.

FISCSD supervisors must report mishaps to their site safety offices as indicated below. The Safety Office gathers data on all mishaps including who, what, when, and how it happened. Lost time beyond the date of the injury is reported as well as the corrective action.

Safety point of contact for Broadway Complex, San Diego; Naval Warfare Assessment Station Corona; Naval Air Station Atlanta; Naval Air Station Joint Reserve Base, Fort Worth; Naval Air Station Joint Reserve Base, New Orleans; and Naval Air Station Joint Reserve Base, Willow Grove is John Freeman at (619) 532-1265 or DSN 522. Naval Base Coronado POC is Doris Turner at (619) 545-1048. Naval Base San Diego POC is Gwen Ray at (619) 556-5546. Naval Weapons Station Seal Beach POC is Sandashiv Aranke at (562) 626-7060. And Naval Base Point Loma POC is Vicky Broadnax at (619) 553-8576.

For additional information please visit the Safety Office Web site at www.cnrsw.navy.mil and look under 'Programs,' then 'Safety.'

LCDR Amodio continued...

department won its first Blue "E" in 11 years and Amodio earned his Naval Aviation Supply Officer pin and won the Batchelder Award for excellence in fleet readiness.

Making a coastal change from Mayport, Fla., to San Diego, Amodio reported to the Afloat Training Group, Pacific as the Stores, Food Service and Sales divisions officer, team leader and SMA/I inspector. After a quick tour at ATGPAC, he joined the FISC San Diego team as the Fuels department head and Code 100F site director.

Amodio's awards include two Navy and Marine Corps Achievement Medals and three Navy and Marine Corps Commendation Medals.

His hobbies include most sports, golf, scuba diving, reading, writing and playing guitar. He also enjoys pina colodas and getting caught in the rain.

future of US Navy continued...

As an example of the covenant, 108 naval officers, including 64 aviators, pulled their resignations, and 27 others (including 10 aviators) pulled their retirement papers since Sept. 11. Nearly 150 senior enlisted personnel pulled transfers to the Fleet Reserve.

“Our people really do understand the call to service,” Clark said proudly. “They respond when life has purpose and meaning in it, and there is real purpose and meaning in what is going on in their lives right now.

Along with that incredible sense of purpose, is an understanding that includes sacrifice.

“These numbers tell me, that, as an institution, we’re doing better keeping our part of the promise. Leaders are understanding what the responsibility is toward our people who serve.”

Part of that promise of leaders is providing an atmosphere of growth for individuals who serve under them.

That is part of the idea of Task Force EXCEL, which was launched last year to bring about a revolution in training and education. Clark promises major improvements in that program this year, not only to make it more accessible for Sailors to get an education, but because the future of the Navy demands it.

“Sea Power 21 will not work without Task Force EXCEL,” Clark said. The ideas and innovation he expects to be a byproduct of increased learning will fuel the Navy of the future.

“We’ve got hundreds of folks with ideas, so here’s my thinking on this: Let’s do a quick analysis of those ideas and pick out the ones that we think make sense. Then, let’s go try them. Sure, we could study them for three or four years and whittle those hundred ideas down to three or four, and then we’ll get three or four things done that we’re absolutely certain will work. I just don’t believe in doing it that way. That absolutely shuts down the idea factory that’s coming out of our people.”

Innovative experiments in the coming year, such as the “Sea Swap”

DON CIO Site

By Darlene Shaw, Code 040

If you’re looking for any information that is IT-related then you would be wise to visit the Department of Navy’s Chief Information Officer’s Web site at www.don-imit.navy.mil. There is a wealth of information to be found at this site.

The home page of the site contains information alerts, news,



and upcoming event sections. At the top of the page are important links. Two in particular allow users to efficiently find information. The Site Index gives a comprehensive listing of the Web site’s contents. The ‘Tools and Downloads’ link allows the user to navigate the site by searching by goal or project categories. Another way to navigate the site is by using the search box on the upper left-hand corner of the home page.

This site offers CDs available for online ordering on the subjects of Section 508, DON Information Management / Information Technology Strategic Plan, Workforce,

Architectural Development Process Map, Learning in a Virtual World, Information Literacy Toolkit, Knowledge Centric Organization, and Communities of Practice. These CDs are produced by and for the Navy and contain templates, policies, instructions, case studies, and more. They even have video clips of Navy

leaders discussing the subject matter.

The site features monthly

items which include Site of the Month, Reading Pick, and Team of the Month. It also has a Communications section featuring publications, news, brochures, and what’s new. It has a nice feature under ‘Contact Us’ which allows users to search for individual names. If the name is found, an e-mail link for that individual is returned to the user.

It is impractical to describe everything available on this Web site. You’ll just need to check it out for yourselves. You won’t be disappointed because this site just keeps getting better and better!

program which rotates crews onto a ship serving overseas instead of driving the ship to and from home ports in the United States, will seek to help the Navy find new, more efficient ways to operate.

“We spend in the Pacific, not as big a percentage in the Atlantic, a third of the deployment in transit,” Clark explained. “If we can figure out how to extract more on the point combat capability for the United States, that’s a good thing.”

“We’re challenging whether we got things right,” Clark said. “We’re challenging whether we can produce a better product for the citizens of the United States of America.

“But, make no bones about it, we’re doing this to learn. I have no idea if Sea Swap is going to work or not. We’re going to learn from this experience. And

from what we learn, we’re going to apply the lessons to make our Navy better.”

Making the Navy better is what ADM Vern Clark is all about.

And, there is a secret to his success.

“One of the most important things for leaders is to get on a vector and not be bouncing all over the place,” Clark advised. “Circumstances change day in and day out, but, if you’ve got a set of principles you believe in, you are headed fair.”

And, as the puzzle that is the future of the Navy continues to come into focus, no one should mistake the importance of keeping their eye on the ball.

“We must prepare for the future,” Clark said. “The price of not doing so is far too great.”