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NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

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Command Master Chief stresses strong leadership and mentoring in developing junior Sailors

JO1 Jessica Bailey
FISCSD Public Affairs

SKCM (SW) Mark Niess (pronounced *Nice*) is fielding phone calls and clearing a spot on his calendar for yet another visitor in what is becoming a typically busy day. But, if he is ever having a rough day at the office, you probably wouldn't detect it. He's smiling and all appears right with the world.

"I try to see the positive side of everything, and I surround myself with the same kind of people," Niess said. "It's the people you surround yourself with who can truly make the difference. Great teamwork and great professionals with the best attitude make for the best environment in



SKCM (SW) Niess said that mentoring and encouraging Sailors should be an ongoing process. (Photo by LT Ron Flanders)

which to work. You can accomplish much in that kind of atmosphere. Being in a place like San Diego doesn't hurt either."

Niess, the Fleet and Industrial Supply Center San Diego's new command master chief has somewhat gotten settled in his office in building 116. Although his new assignment was effective September 2003, he didn't actually take over the job until January 2004.

During that four-month period, Niess worked directly for RDML William Kowba, Commander, Fleet and Industrial Supply Centers. The brief stint turned out to be a good overall education for him in a variety of ways.

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Foreign supply officers thrive in coveted logistics support posts

LT Ron Flanders
FISCSD Public Affairs

LCDR Carl Taylor and LT Ricardo Morcillo wear different uniforms, speak different languages, and hail from different hemispheres. But aside from being supply officers, the Brit and the Brazilian have one major thing in common. They both arrive at work each day with a smile on their face. That's because they are doing their "dream jobs," and they didn't even need to win a reality TV show to get them.

Taylor, a 20-year veteran of the Royal Navy, is the Logistics Support Center director and Naval Base San Diego site director, a two-year tour that places the supply needs of scores of ships and submarines squarely on his shoulders. It's a gargantuan responsibility, but the tour will prepare him nicely for his next post. Taylor's interaction with the fleet, especially the carrier force, will help him as the Royal Navy modernizes with bigger decked carriers.



LCDR Carl Taylor and LT Ricardo Morcillo are enjoying their tours at FISCSD's Logistics Support Center. (Photo by LT Ron Flanders)

Morcillo was handpicked by the Brazilian CNO for his two-year tour of duty as the LSC's assistant director.

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Admiral's Quarters

In today's fast-paced and increasingly technical world, we all need to ensure our knowledge and skills are up-to-date. The great classes we host here at FISC San Diego and the abundance of free online training are designed to help us achieve currency. There are other options as well. Let me outline below, and encourage you to consider, several developmental programs that are sponsored by our Naval Supply Systems Command team.

I was recently the guest speaker for the Alpha Company graduation at the Navy Supply Corps School in Athens, Ga. It was a very rewarding experience for me. While there, I had the opportunity to tour the campus and visit the Advanced Management Program (AMP) class that was in session at the Tench Francis School of Business.

The AMP is a three-week program for GS-13/14 civilians and O-5/O-6 select officers. It is modeled after executive training programs offered at civilian universities. Leaders of the

future will face challenges due to rapid change and instantaneous information exchange. AMP provides the tools necessary to formulate and implement strategy, develop and manage networks of people, and incorporate experiences into a broadened policy-level perspective. I am a firm believer in the AMP program. As such, I have committed to the NSCS commanding officer, CAPT Bob Monette, that COMFISCS will regularly send top performers through the course. This is one of those milestones that clearly separate individuals in terms of competitiveness for positions in NAVSUP.

The Corporate Management Development Program (CMDP) is another training program designed to shape a flexible, mobile and prepared workforce to fill leadership roles within the NAVSUP claimancy. The primary purpose of the CMDP is to develop leaders who will enable NAVSUP to operate as a high performing organization that delivers combat capability through logistics. This 18-month program has been revised for fiscal year 2004 and remains a two-track management development program (CMDP I for GS-11/12s and CMDP II for GS-13/14s). CMDP I is open for application from April 1 through May 3.

For entry and mid-level federal employees, the USDA Graduate School has two excellent six-month programs designed to strengthen basic competencies in managerial skills such as oral and written communication, problem solving, leadership skills, self-direction, flexibility, customer service, decisiveness, and technical competence.

The Aspiring Leader Program is for GS-5/7 employees and the New Leader Program is for GS-7/9/11 employees. Both develop future public service leaders by providing assessment, experiential learning, and individual development opportunities for employees who have recently entered leadership positions or have a high potential for leadership.



Chief of Naval Operations Admiral Vern Clark has said, "We must continually focus on our management abilities. There are unique skill sets that we must develop as we achieve positions of greater responsibility in this organization."

I ask you to think about developing your skill sets through any one of these outstanding programs. If you would like more information about these or other training opportunities, check the training page of the FISCSD Extranet at <https://extranet.sd.fisc.navy.mil>, or call FISCSD Training at (619) 532-2038.

The Network

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Worth Repeating

The transformation of Naval forces is dedicated to greatly expanding the sovereign options available worldwide to the President across the full spectrum of warfare by exploiting one of our Nation's asymmetric advantages - control of the sea.

John J. Young, Jr.
Assistant Secretary of the Navy

President signs executive order to implement retroactive pay increase

On March 3, President Bush signed an executive order to implement a retroactive pay increase averaging 4.1 percent above the 2003 rates. This pay adjustment was effective as of the first day of the first applicable pay period beginning on or after January 1, 2004 (January 11 for most employees), and supersedes the 2.0 percent overall average increase approved by the president on Dec. 30, 2003.

Of the 4.1 percent average increase, 2.7 percent is allocated as an across-the-board increase to the rates of basic pay for the statutory pay systems, including the General Schedule (GS). An additional 1.4 percent of payroll is allocated to increases in locality rates of pay.

The overall 2004 pay increase ranges from about 3.89 percent (in the Kansas City locality pay area) to about 5.35 percent (in the San Francisco locality pay area) over the 2003 rates.

Retroactive pay adjustments were processed the pay period ending March 20, and most employees should have seen the increase and the entire retroactive adjustment on payday March 26.

Employees with personnel actions processed between Jan. 11 and March 20 should have received the pay increase. However, they may have only seen part of the retroactive adjustment on March 26. The payroll system's retroactive process would have calculated and paid them from Jan. 11 through the date of the intervening personnel action. The remaining retroactive adjustment was manually processed and should be paid in the ensuing pay periods.

Editor's Note: The new WG pay chart was not available before the Network went to the printer. It will be published in the May issue.

New U.S. Navy Premier Uniform collection introduced

Kristine M. Sturkie
Navy Exchange Service Command
Public Affairs

In an effort to provide Navy officers and senior enlisted Sailors another alternative when purchasing Navy uniforms, the Navy Exchange Service Command has introduced a new Premier Collection of Navy uniforms for men and women E-7 and above.

"The Premier Collection was developed to meet a long-standing desire for a higher quality service dress blue uniform," said Jo Johnson, from NEXCOM's Uniform Program Management Office. "These new uniform items offer improved professional appearance and increased comfort for the wearer."

The new Premier Collection, manufactured by Brooks Brothers, offers a 100 percent worsted wool service dress blue jacket, trousers, slacks and skirt, a 100 percent cotton non-iron dress shirt, 100 percent silk tie and an all leather men's and women's shoe from Bates. The uniform is comfortable enough to wear year round, repels stains, brushes clean and requires minimal dry-cleaning. Prices include any size-related tailoring necessary on the uniform items. The premium leather oxford shoe by Bates offers a leather outsole, leather lining and premium full cushioned foot bed, and comes in a protective shoe bag.

For those customers who may require a more custom fit or prefer a choice of fabrics, the Premier

See Uniform page 4

2004 Federal Employee Salary Table for San Diego

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 18,150	\$ 18,755	\$ 19,359	\$ 19,960	\$ 20,564	\$ 20,919	\$ 21,514	\$ 22,116	\$ 22,140	\$ 22,701
2	20,407	20,891	21,567	22,140	22,389	23,047	23,706	24,365	25,023	25,682
3	22,266	23,008	23,750	24,492	25,235	25,977	26,719	27,461	28,204	28,946
4	24,995	25,828	26,661	27,494	28,327	29,160	29,993	30,825	31,658	32,491
5	27,966	28,898	29,831	30,764	31,697	32,629	33,562	34,495	35,428	36,360
6	31,173	32,212	33,252	34,292	35,331	36,371	37,410	38,450	39,490	40,529
7	34,640	35,795	36,949	38,104	39,259	40,413	41,568	42,722	43,877	45,032
8	38,363	39,642	40,921	42,200	43,479	44,758	46,037	47,315	48,594	49,873
9	42,373	43,785	45,198	46,610	48,023	49,435	50,848	52,260	53,673	55,085
10	46,663	48,218	49,773	51,329	52,884	54,440	55,995	57,550	59,106	60,661
11	51,268	52,977	54,686	56,395	58,103	59,812	61,521	63,229	64,938	66,647
12	61,447	63,495	65,543	67,591	69,639	71,687	73,735	75,783	77,831	79,879
13	73,070	75,506	77,942	80,378	82,814	85,250	87,686	90,122	92,557	94,993
14	86,348	89,226	92,104	94,983	97,861	100,740	103,618	106,497	109,375	112,254
15	101,569	104,955	108,341	111,727	115,113	118,499	121,886	125,272	128,658	132,044

Flash from the Commander

Individual augmentation assignments

The Supply Corps' expanding role in joint operational logistics makes it advantageous for individual Supply Corps officers to participate in joint logistics training and experience opportunities. Since December 2002, more than 90 Supply Corps Officers have provided direct support of the Global War on Terrorism and Iraqi Reconstruction efforts through individual augmentation assignments.

These officers ranged in rank from Chief Warrant Officer to Captain, performing duties in a wide range of functional areas including petroleum, ordnance, contracting, transportation, and financial management, as well as logistics planning.

Each of these officers has gained valuable insight into joint operations

from a theater perspective and broadened their operational logistics knowledge as a result.

The opportunities to serve on contingency operations assignments are expected to continue. There is tremendous benefit in capitalizing on these opportunities to gain or expand the knowledge level of individual Supply Corps officers in joint operational logistics.

If you are interested in volunteering and can obtain approval from your command to deploy to an individual augmentation assignment, or have general questions about future opportunities, contact LCDR Liz Farrell, SUP OP1A, at elizabeth.farrell@navy.mil, by calling (901) 874-4609, or by visiting the Joint



RADM J.D. McCarthy

Operational Logistics Web site at www.nko.navy.mil. Go to "Communities," "Supply Corps Officers," "Joint OPLOG."

NMCI moves to increase e-mail speed

Ken Jarvis

NMCI Public Affairs

NMCI officials announced that effective April 1, all attachments to NMCI e-mail will be limited to 10 megabytes.

The size limit is being imposed to give NMCI users improved e-mail service and faster response time. Attachments in excess of 10 MB can slow e-mail traffic across the network and are not consistent with industry standards.

NMCI users who need to share folders and files larger than 10 MB may do so by using their personal share drive (H:) space. Instructions for doing this, can be found at: www.nmci.navy.mil/Primary_Areas/NMCI_Playbook/Secured/



`Play_Book/03-0_Supporting_The_NMCI_Environment/03-07_File_Shares_and_Public_Folders.`

In the near future, it will be possible for NMCI users to post large files to a local server that has a large hard drive that is publicly accessible.

Unit commanders will be responsible for granting exceptions and ensuring that proper procedures are followed.

Uniforms

continued from page 3

Collection has a custom-made program. "The custom program will be made available through regularly scheduled 'trunk shows' where Brooks Brothers personnel will personally work with customers to offer a customized fit," said Johnson. Custom orders take 8-12 weeks for delivery, and prices vary depending on the custom fabric used in the garment.

The Premier Collection will be available at NEX Norfolk; NEX Arlington, Va.; NEX San Diego; NEX Pensacola, Fla.; and NEX Newport, R.I., uniform shops by June 2004. The shirts, shoes and ties will be available through the Uniform Support Center 24 hours a day, seven days a week, as well as online at www.navy-nex.com.

CMC

continued from front page

He learned a myriad of things, but, more importantly, it allowed him to gain a better perspective about the COMFISCS transformation process and how all the pieces are supposed to fit and flow together into the big picture.

"I think the transformation happening right now with COMFISCS being over all the FISCs worldwide is exciting and long overdue," he said. "The time I spent working for the admiral and his staff helped me gain valuable insight regarding a fairly complex process," he said. "I'm not so sure if I would have as much input into what I'm doing in my job here, if I hadn't spent that time in Code 10."

Niess also had an opportunity to spend some rewarding time with junior and senior enlisted Sailors, and has been impressed with the quality of professionalism he's encountered. Although he values communication with everyone up and down the chain, military and civilian alike, his primary goal is to make himself available to Sailors and help them achieve their goals.

"My main concern is always to connect with the enlisted Sailor and to make myself available to them," he said. "I care about what's going on with them, listening to their concerns and being able to communicate with them."

Niess, who joined the Navy in 1983, credits senior leadership early on in his career with helping him to stay focused in pursuing his goals in the Navy. He said spending time with these Sailors can impact a career and clarify a more defined course of action.

"I look back now and see how someone mentoring me made all the difference in my career and made me the leader I am today," he said. "But at the time, I didn't know that I was

being mentored, and there was no formal program for mentoring.

"I'm sure if you spoke to many leaders today, you'd hear a similar story about how someone took the time to lead them and teach them," Niess said.

Someone taking the time to listen and lead Niess as a young Navy seaman has produced a rewarding career filled with challenging duty stations and numerous accolades such as five Navy Commendation medals and three Navy Achievement medals. Medals and honors aside, the lessons he's learned along the way have established a firm leadership foundation that he believes will benefit junior and senior Sailors.

"During my service, I've found that with each promotion comes new responsibility," said Niess. "Just because you put on another chevron as a petty officer or don khakis as a chief or officer, doesn't mean that you have all the answers. There is still more learning and more growing. But, you will always have the added responsibility of mentoring those junior to you."

The word 'transformation' is not an unfamiliar term to most people these days. We've witnessed the downsizing, realignment and merging of big corporate giants. The Navy continues to experience a similar transformation as streamlining prevails, older ships are decommissioned and Navy ratings merge. This uncertain climate can have an adverse effect on many Sailors causing them to second-guess their commitment to the Navy.

"Change is always hard, but the hardest thing about change is the emotional side that goes along with it. Whether it's job security or taking on new tasks, people get emotional about the unknown," said Niess. "That's where strong leadership comes in with the positive attitude to get you through. Learning to handle any kind of uncertainty is something a leader can pass on to junior Sailors. As they progress through the ranks, it becomes something they'll learn to pass on as well."

Niess said that the essential element in any organization is to have those people who are willing to take a Sailor under their wing and nurture them toward a healthy, productive career. As is his motto, Niess always sees the bright side.

"Everybody can learn something beyond what they're already doing," he said. "It just takes time and determination."

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COMFISCS News Briefs

FISC Yokosuka holds WESTPAC Armed Forces Logistics Expo... Over 2200 visitors attended the WESTPAC Armed Forces Logistics Expo hosted by FISCY Feb 25-26. Ninety-eight Japanese, stateside, and DOD exhibitors representing various industries displayed the latest in technological advances. Four workshops were conducted on joint logistics management, Asia NECO, DOD EMALL, and regional hazardous material services.



RADM Justin D. McCarthy, Commander, Naval Supply Systems Command, visited numerous vendors and actively participated in discussions on their products and services during his tour of the WESTPAC Armed Forces Logistics Expo 2004 held Feb. 25 and 26 at the Yokosuka Naval Base Fleet Recreation Center. (Photo by Keiichi Adachi CFAY Public Affairs)

FISC Puget Sound NFMT trains culinary specialists... A recent seminar held by FISCPS' NFMT taught food preparation and service procedures for formal dining events to culinary specialists from area commands including USS *Nevada* (SSBN 733), USS *Pennsylvania* (SSN 735), and Naval Station Bremerton. The two-day class, taught by NFMT instructor Senior Chief Culinary Specialist (SW) Wilfred Cheong, featured one day of classroom instruction and a second day where a formal meal was prepared and served. Cheong's topics included etiquette for serving formal meals as well as food presentation.

CSCS (SW) Wilfred Cheong supervises CS3 (SS) David Stroud, USS Nevada, as he put the finishing touches on garlic bread, during a two-day class held by FISCPS' Navy Food Management Team.



FISC Pearl Harbor earns two Community Service Awards... FISCPH's long and fruitful relationship with a local elementary school has earned it two community service awards. The first award, the Personal Excellence Partnership Flagship Award, was presented to FISCPH for its work in the promotion of youth education, physical fitness, and

citizenship. The Environmental Stewardship Award recognized FISC PH's achievements in environmental preservation. Both were presented by Navy Region Hawaii, which annually recognizes sea and shore commands for their outstanding efforts in support of the Hawaiian community.

FISC PH employees were awarded for their exceptional community service by Navy Region Hawaii. Kneeling (left to right) are SK1 Mike Evans, SK2 (SW) Ron Feracho, PC2 Al Hoyle, SK2 (SS) Jason Winters, SK1 (SS) Randall Riley, and PCC (SW) Tony Zarate. In the back row are FISC PH's commanding officer Captain Steve Olson, SK2 (SW) Patrick Griffin, SKC (SW) Christina Brunson, Jo Ann Hartnett, PC3 Marvin Harris, Jessica Winters, FISC PH's executive officer CDR Charley Race, and SKCM (SW) Tony Chico. (Photo by Jim Murray)



FISC Pearl Harbor conducts fourth OIF/OEF loadout... Since the beginning of the fiscal year, FISC PH has conducted four loadouts in support of Operation Iraqi Freedom and Operation Enduring Freedom. Its fourth and most recent loadout ended on March 4 when the USNS *Cape Henry* (T-AKR 5067) weighed anchor and sailed out of Pearl Harbor with 330 vehicles, helicopters, and containers bound for Iraq. The loadout was in support of the Hawaii National Guard and the 25th Infantry Division.



FISC PH's third OIF/OEF loadout supported nearly 4,000 25th Infantry Division troops deploying to Afghanistan. Aided by Naval Reserve cargo handlers, FISC Pearl longshoremen loaded 1,921 helicopters, jeeps, trailers, containers, and construction equipment aboard the USNS Pililaau (T-AKR 304). (Photo by Jim Murray)

FISC Pearl Harbor's Sailor of the Year



"I had no special reasons for joining the Navy...but I have many for staying in," said SK1 (SW) Geraldo Taal, who was recognized recently as FISC Pearl Harbor's Sailor of the Year for calendar year 2003 by Captain Steve Olson, FISC PH commanding officer. As the leading petty officer in FISC PH's Shipyard Supply Department, Taal has a vital role in ensuring the material and combat readiness of 29 homeported ships and submarines. (Photo by Jim Murray)

Ask the Commander

The following are frequently asked questions from the Town Hall meetings held Feb. 24 through March 5.

Q. Is there any new information out there on A-76? What are the timeframes involved?

A. Due to language in the 2004 DOD Appropriations Act, a number of studies throughout Navy, including the FISC San Diego Retail Supply A-76 were put on hold in October 2003. In January 2004, authorization was granted to continue those studies. The revised schedule for the Retail Supply study is now planned for a tentative decision in late May 2004.



RDML Kowba tackles the tough questions at a recent Town Hall meeting. (Photo by PH1 Matthew Thomas)

Q. Could the A-76 transformation in May also get pushed back based on BRAC?

A. The BRAC 2005 process will not impact the revised schedule for the Retail Supply A-76 study.

Q. Will VSIP/VERA be offered as a result of A-76?

A. Yes. Regardless of whether Retail Supply is retained in-house or contracted out there will be a need to downsize and/or restructure the workforce.

Q. Will VSIP/VERA be offered to GS and WG employees?

A. Yes. While the size of the VSIP/VERA offering will depend on whether or not Retail Supply is contracted out, Wage Grade employees will certainly be part of any Retail Supply VSIP/VERA offering.

Q. Will there be more A-76 delays or layoffs?

A. The outcome of the Retail Supply A-76 will result in a decision to either retain the work in-house under the Most Efficient Organization (MEO) or outsource the work to a contractor. In either case, there will be a reduction in the number of positions currently performing the work.

Q. How many folks will be affected by A-76 in San Diego? What's FISCSD's position looking like in all of this?

A. The total number of positions announced for the Retail Supply A-76 was 365. Most of those positions were in the San Diego area. Once the outcome of the study (competition) is known, FISC San Diego will inform appropriate labor unions and employees who will be affected by the study decision. We are very sensitive to this issue, and the command will make every effort to minimize actions that may impact negatively on our employees. Rest assured every effort will be made to transition employees and the organization as smoothly and as seamlessly as possible.

Q. Can there be water (bottled) provided to personnel in building 661?

A. We are currently in the process of developing plans to relocate building 652 operations to building 661. As part of the move, the employee break area in building 661 will be upgraded, and we will include a filtration system for the water in the plan.

Q. With the new business contracting efforts, are we hiring more contracting employees?

A. No, we're not hiring more contractors. Ultimately, the expectation is that the new business contracting efforts will facilitate the streamlining of contracting operations, which will result in a reduced volume of transactional workload. This would preclude the need to hire additional contracting personnel.



Sailors and civilians alike listen intently to RDML Kowba during one of several Town Hall meetings held during February and March. (Photo by PH1 Matthew Thomas)

See Town Hall page 13

Gifts from the homefront now available

Kristine M. Sturkie

Navy Exchange Service Command
Public Affairs

As a way to say thank you to the men and women in the armed forces for serving their country, the Navy Exchange Service Command now has "Gifts From the Homefront" gift certificates available for purchase. These gift certificates can be redeemed at any military exchange around the world, including those supporting Operation Enduring Freedom and Operation Iraqi Freedom.

"Gifts From the Homefront are an easy and convenient way for anyone to support our men and women in the armed forces," said Chuck Early, NEXCOM marketing specialist. "We had several requests over the holidays from people wanting to show their appreciation for those who serve our country. Now, with the purchase of these gift certificates, anyone can send thanks to any military member around the world."

Officers

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Under the Personnel Exchange Program (PEP), the U.S. Navy swaps Supply Corps officers with Australia, Brazil, Canada and the United Kingdom. American SUPPOs, mostly at the LT and LCDR levels, go to their countries for two years, and their officers come to the United States. Here at FISCSD, officers from the United Kingdom and Brazil have worked in some capacity for more than two decades.

For these officers, working at the LSC comes with a tremendous learning curve. Not only do they have to learn a new supply organization, but they also have to take a crash course in American Navy 101.

"When you get here, you're starting with a blank piece of paper. You have to learn the rank structure,

There are three ways to send a Gifts From the Homefront gift certificate to a member of the armed forces. First, one can be sent directly to the home of an individual active-duty military member or their family. For those who want to send a gift certificate to anyone in the armed forces, gift certificates can be purchased and sent to either of two nonprofit military organizations, which will distribute them to those in need.

The Navy Marine Corps Relief Society, a private, charitable organization that supports America's Sailors, Marines and their families, can identify individuals or families who have the greatest need for these gift certificates. Finally, a gift certificate sent to The Fisher House Foundation, Inc., which supports military personnel wounded in action and those who are seriously ill being treated in a military hospital in the United States or overseas can ease the burden of

military personnel and their families during recovery.

Gift certificates are available in \$5, \$10, \$25, \$50, \$100 and \$250 denominations and can be ordered in four convenient ways: online at www.navy-nex.com, by phone at 1-877-770-GIFT (4438), by fax at 1-877-770-3234 or by mail at CertifiChecks, Inc., Attn: Order Processing; 1435 Shoup Mill Rd., Suite A, Dayton, Ohio 45414. Payments can be made by check, money order, Visa, MasterCard, American Express or Discover. Orders placed before 3 p.m. EST Monday-Friday are typically shipped the same day. Shipping and handling charges are \$4.95 per order, up to 20 certificates. Shipping and handling charges are slightly higher for bulk orders of \$300 or more. Standard orders are delivered within one week of purchase. However, overnight and 2nd day delivery are available for an additional fee.

where the guys go to get trained, where is their accommodation, where are all the bases in the States?" said LCDR Taylor. "Then you get to the LSC operation. Obviously, I knew it would be on a much bigger scale than the United Kingdom, but even so, it surprised me when I got here. Because of the Navy's global reach, the support infrastructure that is required is huge. More people, more equipment, more touch points. And, I like the opportunity to integrate fully with the support effort here at the waterfront."

The partnership between the U.S. Navy Supply Corps and its foreign counterparts is a win-win situation for all parties involved. Not only does the officer gain unique career experience, but the country that sends its officers to FISC also benefits. The LSC position puts LT Morcillo, a shining star in the Brazilian supply corps, on the career

fast-track, and he will have the ear of the leadership when he returns.

"When I leave here, I have to prepare a final report, then deliver a briefing to our (NAVSUP equivalent) admiral. Wholesale changes are hard to make, but our admirals will be listening to me when I get back. Our leadership wants to know how the logistics support is done here, and I think they will try to incorporate some of the little things," Morcillo said.

Upon his return, Morcillo will be stationed at the Brazilian equivalent of either NAVSUP, a FISC or an LSC for six years, giving the Brazilian navy benefit for their investment.

The return home to their navies, though, is something neither Taylor nor Morcillo want to ponder right now. One big reason—their families are

See Officers page 11

Max Unleashed

Howdy Fellow FISC-ites! Let me introduce myself. *Maximus Di FISCus* here, but ya'll can just call me Max.

Like all of you, I am a loyal employee of FISC. I work and live here at the Fuel Depot in Point Loma. My position description states my job title as "Guard Dog Extraordinaire." But those who know me know I am so much more than that (other duties as assigned, you know). I am the premier provider of crane/seagull eradication for the pier (I have an MA *Masters of Arf* in Pestology) the ambassador of morale (rated high in my oral communication scores), and official Fuel Depot mascot/companion all in one. Being of Pointer/Labrador descent, I was the ideal candidate for this assignment.

I was happily adopted as part of the FISC family in January 2002 when my former family was sent on extended orders to a duty station where "pets" were not allowed. Can you even imagine such a place? Well, it worked

out great for me. The folks at the Fuel Depot showed me the ropes, gave me a great office with an ocean view and, as they say, the rest is history.

But enough about me, let me get down to the bare "bones" of what this column is all about. Being blessed



It's a dog-eat-dog world, according to Max. No 'bones' about it.

with this keen sense for "diggin' up the dirt," I thought it would be fun to see what all of my fellow FISC-ites are up to. So, here's the skinny. If you have something interesting you would like me to share in my column,

you can drop me a line and, with the help of my co-editors, we will print it.

You need advice? Ask Max, but try to keep 'em fun and simple. Do you need help raising your pet? Ask Max. (Cat problems will be outsourced for consultation.) Know someone with a birthday or anniversary comin' up and you want to wish them the best? Send it to Max for a *Max-o-gram!* Anyone you know adding to their litter? (That's having a baby to you humans.) Let Max be on the list to wish them well. Got a recipe to share? Send it to Max (dog or human variety accepted). By the way, I have a great recipe, which I will print in next month's column for Peanut Butter and Banana Dog Biscuits - even Elvis would roll over for these!

Anyway, you get the picture. Now, how do you contact Max? It's simple. You go to either the FISCSD Extranet (by logging on using your PKI) at <https://www.sd.fisc.navy.mil>. Click on the "Employees Questions/

See Max page 13

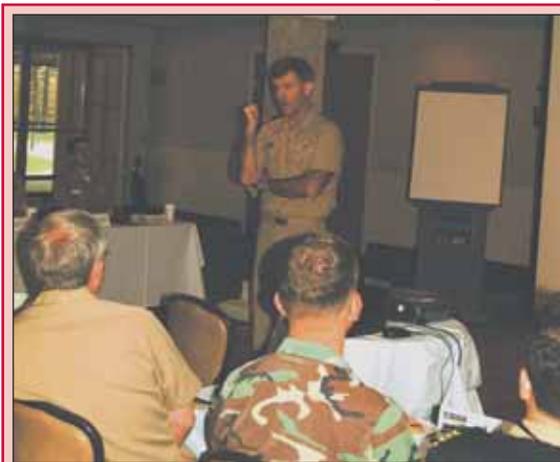
Top Navy SEAL addresses expeditionary supply officers

LT Ron Flanders
FISCSD Public Affairs

Rear Admiral Joseph Maguire, the new commander of the Naval Special Warfare Command, addressed a room full of expeditionary supply officers at Naval Amphibious Base Coronado on March 31, capping off the second annual Expeditionary Support Policy Conference.

"The Supply Corps is very near and dear to my heart," said Maguire, who just arrived in Coronado after a tour at U.S. Special Operations Command as the director of SOCOM's Center for Force Structure, Resources and Strategic Assessments.

Maguire shared anecdotes of how the Navy's silent professionals are helping win the war in Iraq and Afghanistan, and how giving the SEALs exactly the right tools to do their job has helped defeat terrorism.



RDML Maguire, Commander, Naval Special Warfare Command addressed a group of expeditionary support supply officers at a conference held March 31 at Club Coronado. (Photo by LT Ron Flanders)

He noted that his own chief logistician, CAPT Gerald Harms, just recently returned from the Central Command area of responsibility and how much that helped his perspective on the logistics effort. "I strongly urge all of you to go out and talk to the warfighters and ask the question— are we getting you exactly what you

need?" Maguire said.

The admiral added that the fact that Harms has just received orders to be the supply officer at 7th Fleet shows how beneficial expeditionary and special warfare supply jobs can be to a supply officer's career.

Officers

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enjoying this tour even more than they are.

“My wife wants me to leave the Royal Navy and join the U.S. Navy,” Taylor laughed.

“We feel fortunate to be here. My son is in a good high school, my daughter loves her preschool, and my wife loves it too. The climate is fantastic. And it’s not just the beaches. Here you can say, ‘I’m going to have a barbecue in three weeks time.’ You can’t do that in the United Kingdom, because you don’t know if it is going to be raining, sleeting or snowing.”

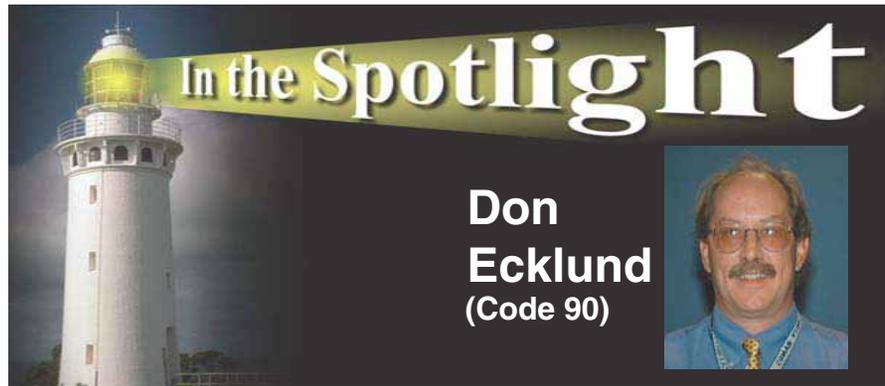
Taylor and his children have even taken up surfing near their Coronado home, something you can’t learn very easily in England.

LT Morcillo is no less enthusiastic about San Diego or its climate, although he admits that San Diego beaches are nowhere near the caliber of his native Brazil.

While most people assume because he is Brazilian that he loves soccer, Morcillo has become an NBA junkie, watching one or two basketball games a night. He adds that he, too, is in the same boat when it comes to his wife. “She doesn’t want to come back to Brazil. We have made great friends here, and it is going to be very hard to say goodbye.”

For now, the two foreign SUPPOS are savoring each day, gaining valuable experience for their careers. Both credit the Sailors at the LSC for helping ease the transition from their navies into the FISCSD organization. And both say they wish their stays could be a little bit longer.

“I have always wanted to spend some time abroad living in the United States,” Morcillo said. “It’s been a dream come true for me.”



**Don
Ecklund
(Code 90)**



Occupation: Director, Operating Funds Management Division, COMFISCS Comptroller Department

Birthplace: Roseau, Minnesota

I graduated from: Roseau High School

What brought me into Civil Service: I was hired as an auditor intern through the Centralized Financial Management Trainee Program and was employed at FISC Puget Sound. As a result of financial transformation, I am in my current position.

Hobbies: Working in the yard, biking, golf, weightlifting, and hanging out with my two daughters.

Nobody knows I am: A history buff. I enjoy visiting historical places and learning about them.

Pet peeve: Traffic congestion. San Diego traffic is taming this as I get more used to it.

If I could change something, I would: Develop even more patience.

My secret to success: A strong work ethic.

If I could do it over, I'd: Focus on the positives in life and try to limit the negatives.

I'd give anything to have met: Leonardo da Vinci or Abraham Lincoln

I've never been able to: Stop smoking. If there is one piece of advice I could give, it would be not to start smoking.

Favorite singer/group: The Beatles and 70s rock bands.

The last good book I've read: *Waterloo: New Perspectives*, by David Hamilton-Williams

Favorite quote, motto or phrase: Work first, work hard, and play better

I wish I could stop: Closed mindedness

The one thing I like best about myself: I got where I am because I worked hard for it

I am most proud of: My daughters, Rachael and Ashley.

My most embarrassing moment: None come to mind, but when they happen I try to learn from the experience.

April Observances

Easter (April 11)
Military Child Month
Child Abuse Prevention Month
Savings Bond Campaign Month
Cancer Control Month

On this day...

April 19, 1989 - An explosion occurred in USS Iowa's (BB 61) 16-inch gun turret two, killing 47 Sailors.

Quick Tip of the Month

Conference room scheduling a breeze with Microsoft Outlook

Calendars for all FISC conference rooms have been established. The calendars can be viewed and meetings scheduled by all individuals under NMCI. Training rooms, however, are an exception. They are view only. To schedule these rooms contact Code 70. The Calendars include Conference Room Specifications and Reservation Requirements information.

Location: To access the Conference Room Calendars follow the path below in Outlook: Public Folders >> All Public Folders >> USN >> NAVSUP >> FISCSD >> Meeting Facilities

Outlook Shortcut: To create a shortcut to the calendar on your Outlook Shortcuts bar, click once on the calendar name, hold it down and drag your mouse over to the Outlook Shortcut bar, then release. The calendar icon will appear on the Shortcut bar. (See Outlook A)

Room Specifications and Requirements Description of Conference Room:

Click on Room Specifications & Requirements to see the description of the room. (See Outlook B)

- Reservation Requirements
- Capacity
- Equipment
- Internet
- Other Specifications
- Points of contact

Business Rules for Entering Events and Scheduling a Room:

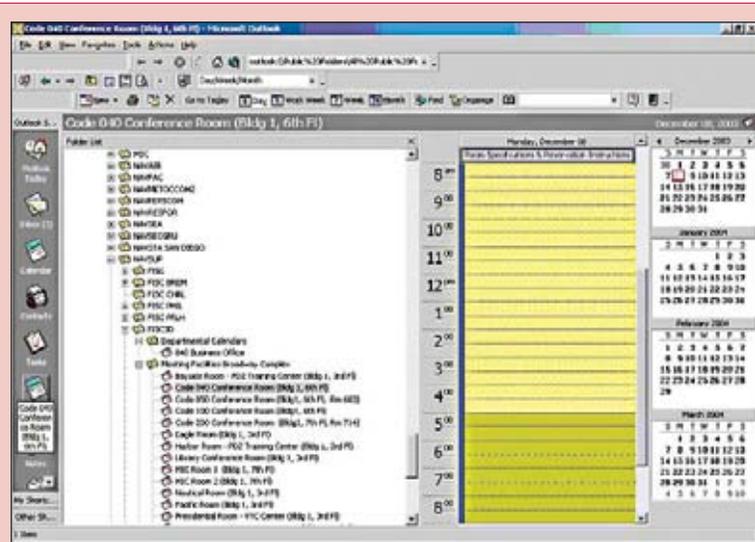
Double-click on the time you would like to reserve the room. Include the following when reserving a conference room (See Outlook C):

- Meeting Name/Subject (enter on "Subject" line)
- Code, point-of-contact name, and phone number (enter on "Location" line)
- Start and End time

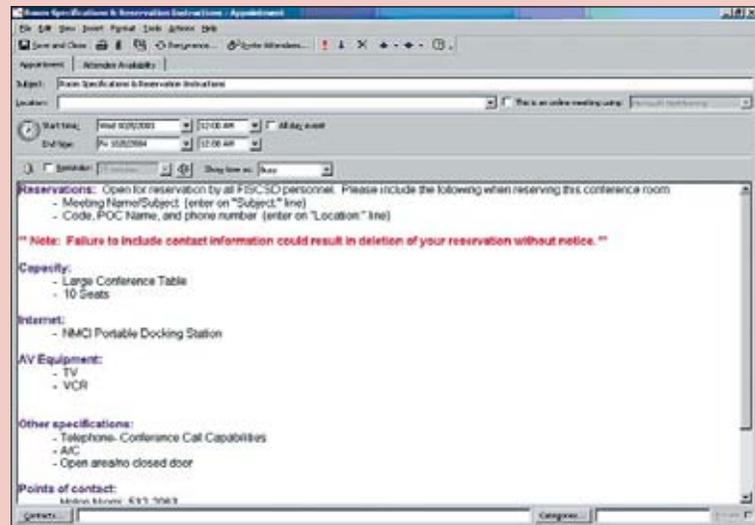
For building 1 training room reservations, please contact Code 70 directly. E-mail Debra Sutherland at debra.sutherland@navy.mil.

Please note:

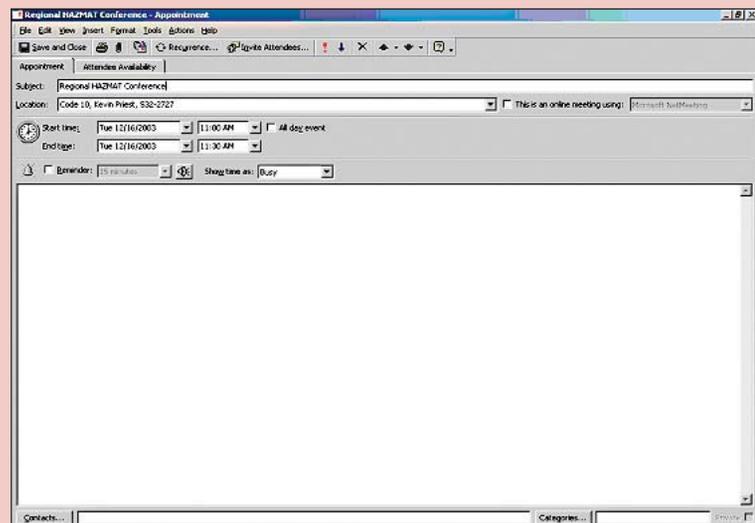
Conference room owners can modify the calendars and have the right to cancel meetings from their rooms. But in the event of a cancellation, the owners must contact the scheduler and notify them that a change is required.



Outlook A



Outlook B



Outlook C

Tentative decision expected in Retail Supply study

On May 28, a tentative decision is expected to be reached in the FISC San Diego Retail Supply A-76 study. The study, which began in December 2000, announced the study of 365 civilian positions in the following functions: warehousing, packing, shipping, and freight transportation. The schedule has been pushed back a couple of times, first to incorporate new systems, such as Relational Supply and Enterprise Resources Planning and, most recently, because of new A-76 rules in the fiscal year 2004 DOD Appropriations Act. This latest delay, in October 2003, was resolved when changes to the Appropriations Act permitted the study to continue.

Bill Weinfurter, Retail Supply A-76 team lead; Ben Aginiga, Strategic Sourcing analyst; and Linda Willis, HRO specialist, provided an update on March 18 and 19 to all employees affected by this study. Another round of employee updates will be held about 30 days before the tentative decision is made.

After the tentative decision has been announced, there will be a period of time for appeals, usually between 30 and 60 days. Once any appeals are resolved, the final decision will be reached and personnel actions, which may include reductions-in-force, will begin. The Retail Supply function will then transition to either the government Most Efficient Organization (MEO) or the contractor-operated organization. The transition period to full performance by the MEO or contractor will be 90 days.

Additional information is available on the FISCSD Extranet at <https://extranet.sd.fisc.navy.mil/code090/POAM3-04.htm>.

Max

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Comments" link in the upper left-hand corner of the home page. Or, log on to the FISCSD Internet Web site at <http://www.sd.fisc.navy.mil>. Along the bottom of the page click on the gray bar marked "Contact Us." On either site, complete the form, fill in the message box with "Dear Max" and your request, questions, birthday message or whatever you like, and hit the "Submit" button at the bottom of the page. It's that simple!

So, I look forward to hearing from you, dishin' the dirt and sharing in all

the news of the day. Get writing, and I'll see you next month!

Max signing out...



Max Quote of the Month:

Outside of a dog, a man's best friend is a book; inside of a dog, it is very dark.

—Groucho Marx

Town Hall

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Q. With regard to the Southwest Regional Maintenance Center, do the contracting assets get turned over to FISCSD?

A. No. Any transfer of billets would need to be correlated to a transfer in workload. Presently, there is no transfer of workload to support such an action.

Q. What's the difference between Echelon II and Echelon III?

A. When you hear the term Echelon used in the context of a Navy command, we are talking about which level of the hierarchy to which the command belongs. The CNO is Echelon I. The Echelon II commands are below that, which include the Systems Commands (SYSCOMs). In our case, RADM McCarthy, NAVSUP, is our Echelon II commander. Echelon III is below that. FISC San Diego, with its responsibilities as a lead FISC, is an Echelon III command.

Q. Do you see this Fuel Depot (Point Loma) ever being privatized?

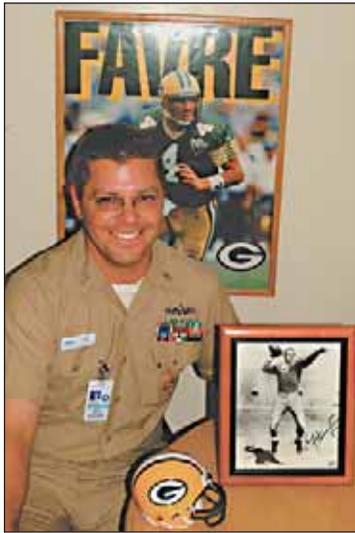
A. I don't see it happening and certainly not in the near future. The Navy already fought and won the first round of A-76 recently, and during that initial A-76 most if not all of the excess

staffing was cut. You (Code 700) are operating at the leanest manning levels and still doing an amazing job. I don't think there would be much profit for a commercial company to come in here and do this at that manning level. In other words, I don't think a civilian corporation could compete with us. So, no, I see the Fuel Depot here staying with us for the foreseeable future.

Q. In the post 9/11 dynamic, does Congress and DOD take into account security when considering A-76? The civilian employees are mostly retired Navy, and seem to be a proven trusted asset. Contractors would have to be screened.

A. All prospective bidders, including contractors and the government's Most Efficient Organization, must meet performance and other technical requirements. Even before 9/11, security of our people and our facilities was a critical requirement in this process. Any bidders not meeting those technical requirements are removed from competition during the source selection process. That said, prior-military and retired military civilian employees are an excellent asset to our team, because of that proven performance and trust.

Happenings around FISC San Diego



Flanked by a poster of Brett Favre and an autographed photo of football great Paul Hornung, FISCSD's Command Master Chief SKCM (SW) Mark Niess brings a little bit of home into the office. The Wisconsin native is a 'passionate' Green Bay Packers fan. His walls are covered with Packers' memorabilia. (Photo by LT Ron Flanders)

Letter of Commendation

Joseph Zakocs for his work in support of the CFC.

SK2 (SW) Salvador Hugo, SK2 Ramiro Vazquez, and **SK2**

Mathouchanh Srioudom for outstanding performance of duties as fleet liaison representatives from September 2003 to January 2004.

Letter of Appreciation

CDR Mark Semmler for his outstanding leadership and dedication in establishing the COMFISCS and Regional Commander Support metrics program and reporting process.

To the Procurement Management Team of **LCDR Cody Hodges, Michael Nye, Gwen Rice, Faye James, Lee Johnson, Debra Clark, Robert Henry, Sandra Allen, Claudia Aquazar, Felicia Woods, John Nepomuceno, Tanya Talmat,** and **Timothy Skeen** for outstanding support provided during the 2003 purchase card cycle review.

Welcome aboard



LTJG Pamela R. Saucedo checks in as the customer service officer at the Logistics Support Center. Saucedo's home is San Antonio, Texas. (Photo by Raymond Rodriguez)



LT Cody Vernon is keeping pretty busy in Code 090. Vernon calls Albuquerque, N.M. home and is an avid Dallas Cowboys fan. (Photo by Raymond Rodriguez)

Navy and Marine Corps Achievement Medal

LTJG Michael Owen D. Osorio
SK1 (SW) Ernesto A. Cabero
SK1 (SCW) Carlito G. Buenavista
SK2 Maria Delgado

Military Outstanding Volunteer Service Medal

SK1 (SW) Jose Medina-Garcia

Congratulations

SKC (SW/AW) Karin Mooth for her "2004 Naval Services Enlisted Woman of the Year" nomination by the San Diego chapter of the Navy League.



LCDR Michael Osorio accepts his sixth Navy Achievement Award from RDML Kowba.



RDML Kowba presents Joseph Zakocs (Code 072) with a Letter of Commendation for his work during the Combined Federal Campaign.



CDR Mark Semmler (Code 10) receives a Letter of Appreciation from RDML Kowba.

Pictures, Pictures, Pictures

Nailing it down



SK1 (SW) Johnny Parker and SKC (SW) Karin Mooth help build a greenhouse for Roosevelt Middle School. Mooth and Parker were assisted by other FISCSD Sailors who volunteer their time for a variety of projects at the school. (Photo by LT Ron Flanders)

Helping hands



The FISCSD Sailors and others who pitched in to help assemble the greenhouse for Roosevelt Middle School worked for several hours to get the structure built. The group of volunteers from left to right are; SK2 (SW) John Del Castillo, SK2 (SW) Jason Samonte, SK2 (AW) Tracey Ridgeway, SK1 (SW) Virgilio Isidro, SK2 (SW) Johnny Parker, Tyler Norman (Mooth's nephew), SKC (SW) Karin Mooth and Sharon Hackett. Hackett is a school-mom who volunteered for the project. (Photo by LT Ron Flanders)

It's official



FISC San Diego's executive officer, CAPT Harry Davis, does the 'pinning' honors as Chandra Weber is promoted to the rank of lieutenant. Weber is the assistant supply officer at FISCSD's SIMA Site.

Double-check



Nicanor Morales of FISCSD's Advanced Traceability and Control (ATAC) hub checks an aircraft part to ensure it is correctly identified in the ATAC system. The item was then shipped to the designated overhaul point for repair. (Photo by PH1 Matthew Thomas)

The Back Page

FISC San Diego Training Calendar for May 2004

To enroll in any of the following classes, call (619) 532-2038 (DSN 522) or send an e-mail to FISCSD_Training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to the Extranet at https://extranet.sd.fisc.navy.mil/training_set.html. These classes will be held at the FISC Broadway complex.

Situational Leadership II (Supervisory Training)

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

Bldg. 1, 3RD floor, Eagle Room

Myers-Briggs Team Dynamics

May 5-6, 8 a.m.-4 p.m.

Bldg. 1, 3RD floor, Pacific Room

Dealing With Angry Difficult People

May 6, 8 a.m.-4 p.m.

Bldg. 1, 3RD floor, Eagle Room

Defense Logistics Agency (DLA)

Customer Assistance

May 12-13, 8 a.m.-4 p.m.

Bldg. 1, 3RD floor, Synergy Room

The Leadership Portfolio

(Supervisory Training)

May 11-12, 8 a.m.-4 p.m.

Bldg. 1, 3RD floor, Pacific Room

Requisitioning By Milstrip

May 18-20, 8 a.m.-4 p.m.

Bldg. 1, 3RD floor, Nautical Room

Quality Service Skills

May 20, 8 a.m.-4 p.m.

Bldg., 3RD floor, Eagle Room

Navy Knowledge Online provides 'one-stop shop' for Sailors, Marines

JO2 (SW/AW) R. David Valdez
Public Affairs Center Norfolk

Today's Sailors have a valuable resource that can help them plan their careers, take advantage of new information, and take courses that will not only help their military careers, but will also help them outside of the military.

This resource is Navy Knowledge Online (NKO). From its Web site, www.nko.navy.mil, Sailors, Marines, Department of the Navy civilians and retirees have access to a centralized point for all kinds of information.

Chief Personnelman Joseph Gomez, manpower analyst and staff career counselor for Commander, Naval Surface Force, U.S.

Atlantic Fleet, is a Sailor whose job is evolving with the introduction of NKO.

"The purpose of Navy Knowledge Online is to connect Sailors with the information, expertise and learning opportunities required to support their professional and personal development," he said. "It also allows Sailors to ask peers, mentors and subject matter experts around the world questions that can enhance their careers. It allows them to track their progress toward attaining the next higher pay grade, and NKO provides links to helpful Web sites to track personal issues such as pay, advancement, college information, health, Veteran's Administration benefits, etc."

Prior to NKO, Sailors and Marines could spend hours searching for information regarding different aspects of career management. Although NKO is a

new development by the Department of the Navy and will require some getting used to, it is much easier to obtain information from one Web site rather than trying to remember multiple Web addresses.

"NKO is going to basically be a portal for Sailors and Marines to know what's needed to better themselves in their jobs, as well as show them where they stand as far as career development," Gomez said.

"Most importantly, it's still in a developmental stage. Don't get discouraged if you can't get the information you want quickly. Take time to browse, and if you feel that there's room for improvement, use the NKO feedback option in the

NKO Services section of the Web site."

Prior to NKO, Sailors and Marines

used to have to talk to a command career counselor or go to an administration activity in order to learn about developing their careers. This often proved very challenging, as these Sailors and Marines would have to learn the language of administrators before they could understand how to develop their careers.

Ultimately, NKO is a tool that can help everyone in the Department of the Navy. Through NKO, Sailors, Marines and Department of the Navy civilians will be able to take courses designed by leaders in the field of education, map out their careers and network with other people in their fields.

Sailors and Marines who take advantage of the resources available on NKO will not only acquire the tools to succeed in the military, but they will also be acquiring skills that can prepare them for life after the military.

