



# Supply Chest

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Navy Core Values: Honor, Courage, Commitment

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## Holiday spirit closes out 2001



The competition was fierce on Dec. 18 during the annual FISC holiday celebration. At stake was bragging rights for the best chorale group. When the dust settled, the "Herr Ball Gang" from Code 40 came out on top. Their rendition of Home for the Holidays helped them edge out the competition. For more holiday celebration photos, see pages 4-5.

## Mail delivery to D.C. still catching up

On Oct. 23, 2001, United States Postal Service (USPS) closed the Washington, D.C. Brentwood mail facility due to bio-contamination. That facility was the entry point for mail/packages addressed to federal government activities in Washington, D.C. with Zip Codes between 20200 and 20599. As a result, Navy and Marine Corps activities serviced directly or indirectly by the Brentwood facility had their regular mail delivery disrupted for more than one month. There is a significant backlog of federal government mail for D.C. addresses which may take at least two months to clear out. To cite just one example, Recruiter of the Year packages are still somewhere in the backlog so other means were used to complete this process.

Navy activities outside the national capital region that need to send time-sensitive information/material to Navy/Marine Corps activities with D.C. Zip Codes between 20200 and 20599 should use non-USPS means such as FEDEX, UPS, email or fax until notified via NAVADMIN that the flow of mail is back on track.

The bottom line is that, if your command has sent any sort of mail to OPNAV that requires action, you should follow up by other means (e.g. telephone, fax, or email) to verify it has been received.

The Point of Contact (POC) for Washington, D.C. mail delivery questions is Mr. Ernest Terry, director, Navy Consolidated Mail Handling Facility, Fleet and Industrial Supply Center Norfolk, Det. Washington at 202-685-0901 or email at [ernest\\_t\\_terry@navsup.navy.mil](mailto:ernest_t_terry@navsup.navy.mil).



As announced in the last issue of the Supply Chest, the holiday decorating contest winners hailed from Code 202 (Short SAP Division, Norfolk Acquisition Group). Pictured above are (l-r) Santa (David Ball), Jan Brindley, Mary Anne Lindsay, Princetta Lucas, Sue Taylor, Wini Wills, Donnell Cabarra, Valerie Moore, Mrs. Claus (Sid Etherington), and Angie West.

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# 2002 - Year of the Employee



By Sid Etherington  
Executive Director, FISC Norfolk

What's new for 2002 you ask? Plenty I say. I see 2002 as the Year of the Employee. I say this because there are FY02 command initiatives, supported by NAVSUP Enterprise initiatives that are devoted to developing and refreshing every one of us as individual employees and resources of the enterprise. I am excited and encouraged at these initiatives in the areas of career development, training, corporate climate and others. Although there has always been effort and importance placed in these human resource areas, it's clear that these current efforts are more

focused, organized and purposeful. Our challenge is to participate and take advantage of all the opportunities as they are presented to each of us.

The first one is an easy one for most of us because we are familiar with it. It is the Individual Development Plans, affectionately known as IDPs. We all know what an IDP is and its purpose. It is a plan developed collaboratively between a supervisor and an employee. It records those training and development needs that will support both the employee's successful performance in their current position and their career progression, and at the same time supports the long term skill needs by the command. It is the policy of FISC Norfolk, fully documented under the Strategic Goal 2, Strategy 2.1, Objective 2.1.4, that all civilian and military employees will have an IDP "reflecting meaningful training and development needs." Our task, as employees, is to come to this collaborative meeting with input as to what training and development we believe we need to do our jobs better while supporting our career progression. The task of the supervisor is to identify those skills we need to do our job better, the job today as well as the job as it will exist in the future. The task of the command is to support these training needs from a budgetary and resource standpoint.

Your IDP is your ticket to the future. It

is the vehicle to moving forward with the organization as it moves forward in accomplishing the goals in the Strategic Plan. Whether we like it or not, whether we are ready or not, everything changes, we move forward or backward, and I think we all agree we want this command to move forward, we all want to move forward with it, and we want to be ready when the movement starts to take place. We will not be able to move forward effectively without a skilled, focused, interested and engaged workforce. That means you and me. That means we need to take our IDPs seriously. We need to commit to keeping our skills finely honed and to acquiring new ones when it is necessary. I realize that this is a two way street and that your supervisors need to take your IDPs seriously, and I commit to you that they will. The command needs to resource these IDPs to the extent we can afford it, and I commit to you that we will support training and development.

I have much hope for the coming year, I have confidence that the FISC workforce will end this year better trained, better skilled, and better focused - my money is literally and figuratively on us! Start this new year by pulling out your IDP and reviewing it with your supervisor. This is the first step. If your supervisor does not start the IDP dialogue, then you start it.

## Supply Chest

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# MTMC to Improve How It Moves Service Members

Changes are coming in the way the Military Traffic Management Command administers the moves of the nation's military service members.

"We are changing the processes that fundamentally affect how service members move," said Lt. Col. Patty Hunt, Army deputy chief of staff for passenger and personal property. "These changes go to the core of the way we conduct business. These, combined with lessons learned from our pilot experience, will represent a major difference in the future program and the automation to support that program."

Each year, MTMC moves more than 500,000 service members. The changes could be in place as early as spring – in time for the busy summer moving surge.

Changes will come in two broad areas – faster deliveries and higher qualification standards to move personal property.

MTMC is decreasing the time allowed for the delivery of service members' personal property in international moves, said Richard Morrow, traffic management specialist. "We're analyzing all channels and codes of service in an effort to identify opportunities to reduce transit times," he said. "This will represent changes – big and small – in the amount of time a service member has to wait for his or her property to arrive at the next duty location."

The changes probably result in at least a 15 percent drop in time allowed for a mover to complete the personal property shipment, he said. For example, 66 days is the current time allowed to ship a service member's household goods



from Fort Hood, Texas, to Kaiserslautern, Germany. The proposed changes would cut that time to 54 days, or 18 percent.

In a related initiative, the command is increasing the standards required to qualify as a DoD personal property carrier. "Each carrier must reapply under the new standard to remain an approved Department of Defense carrier," said Sylvia Walker, traffic management specialist.

The revised standards call for carriers to meet higher financial reporting and operating standards, including an increased cargo liability insurance and maintenance of a performance bond for domestic moves.

These changes have been published in the Federal Register for public comment.

## Generosity of Centerites means a merry Christmas for many children

*FISC Norfolk Household Goods employees pose with some of the toys, coats and clothing they collected for Ocean Aire Elementary School students. The school has enjoyed a relationship with FISC for several years. Many toys and coats were collected for needy students during the drive. Helping prepare the "loot" for distribution to the children were (l-r) Alexis Wiggins, Cheryl Gray-McDonald, Inez Grant, Paula Sawyer, and Linda Britt. Lots of children were able to benefit from the generosity of those who organized the drive, and the generosity of Centerites who made donations.*



# Offices Were Decorated, and Carols Were Sung



With the holiday season came creative ideas for decorating work centers throughout FISC Norfolk. There were patriotic themed decorations, some designed to look like a home, and at least one based on a popular children's story, complete with green "footprints" leading to the next area of the complex display. All of the entries in the decorating contest showed lots of creativity, and they really helped get everyone into the spirit of the season. If the decorating wasn't enough to get you in the mood, then the annual FISC holiday celebration on Dec. 18 surely did. There was a highly spirited caroling contest, which was won by the "Herr Ball Gang" from Code 40 (see photo on page 1). Pictured clockwise, from top left, judges tour the NICC, judges discuss a display in Requirements Division, Code 200 sings during the FISC Holiday Celebration, Mrs. Claus addresses the audience during the Holiday Celebration, decorations at the LSC featured a patriotic tree, Capt. Cris Toledo leads Code 100 in song, the Front Office tries to read cue cards, Acquisition Business Management's display included a Santa who "couldn't believe he ate the whole thing," Acquisition, Large Contracts had a Grinch theme throughout their sprawling display; the ATAC Hub's display had a warm and cozy feel to it. Guest pianist Bob Hodge (far right, with FISC Executive Officer Capt. Paul Flondarina) provided the music for the Holiday Celebration. Santa and Mrs. Claus (near right) were extremely pleased with all of the holiday spirit shown by Centerites.



# as FI SC Norfolk Celebrated the Holiday Season





## Reindeer runners

*FISC Norfolk was represented at last month's annual Naval Station Norfolk Reindeer Run. These five runners were just a few of more than 600 athletes who took advantage of the unseasonably warm December weather to participate in the 5K race. The FISC Norfolk runners were (l-r) FISC Norfolk Commanding Officer Capt. Bill Kowba, and Tracey Carr, Cmdr. Brett Sturken, Marlene Chambley, and Lt. Cmdr. Charles Cyrus, all from the FISC Norfolk Contracting division. The team didn't place in the top three spots, but they are all winners just for participating.*



## Disney offers free admission, discounts during "Armed Forces Salute"

To honor members of the U.S. Armed Forces, the Disneyland Resort and the Walt Disney World Resort recently extended to active-duty military personnel, complimentary admission into Disney theme parks. This includes ticket discounts for family members and friends.

"Disney's Armed Forces Salute" will be offered from Jan. 1 through April 30, 2002, by the Disneyland Resort in California and the Walt Disney World Resort in Florida.

Each active member of the U.S. military may obtain a complimentary seven-day ticket during the offer period. This ticket, specifically created for "Disney's Armed Forces Salute," will be valid for admission into the four Walt Disney World theme parks, a Disney water park, Pleasure Island and more for seven days from the date issued.

The offer is extended to all active-duty military personnel, with proper military identification, including Coast Guard personnel and activated members of the Reserves and National Guard. Reservists must present their orders to receive the discount.

During the offer period, each Sailor or Marine may purchase tickets, discounted at 50 percent, to the Disneyland Resort theme parks for up to five friends and family members.

Additionally, the active-duty member of the military accom-

panying the party will receive the same ticket free.

If military personnel are unable to come to the Walt Disney World Resort during "Disney's Armed Forces Salute," their spouses will be eligible to purchase the special offer tickets one time during the offer period for up to five family members and friends at a 50 percent discount.

The special offer tickets must be used within seven days after they are purchased. Each spouse may only purchase up to five special offer tickets for admission to the Walt Disney World theme parks.

"We think this is a great way to honor not only the nearly 1.5 million men and women in our active military, but the millions of family members and loved ones who support them," said Paul Pressler, chairman of Walt Disney Parks and Resorts.

For more information on this offer, call (714) 782-4565 or visit your local MWR office.



# Postal team brings valuable training, services to fleet



PCCS(SW) Jeff Gibbs

Atlantic Fleet Postal Clerks – especially those in Norfolk – now have unprecedented access to resources and training never before available to them on the waterfront.

An agreement between Commander-in-Chief, U.S. Atlantic Fleet and FISC Norfolk has transferred the Postal Assistance Training Program from the CINCLANTFLT staff to the Regional Navy Mail Center, located at 9225 3<sup>rd</sup> Ave, Bldg. U132.

The team, comprised of PCCS(SW) Jeff Gibbs and PCC(SW/AW) Robbin Santos, can offer a variety of services to afloat Postal Clerks. They conduct pre-deployment briefings, on-ship assist/training visits, and also perform inspections to make sure U.S. Postal Service policies and procedures are adhered to aboard ship and at outlying overseas Post Offices within the Atlantic Fleet area of responsibility. But most of all, their new location provides accessibility to the fleet that wasn't available before. "When we were on the CINCLANTFLT staff, it wasn't always easy for Sailors to come see us if they needed our help or advice," explained Gibbs. "For them to leave the Naval Station to come to our office at the headquarters compound required more time than they could spare sometimes. The

Headquarters compound is also a pretty intimidating place for a junior Sailor to visit, and parking was difficult there too. Here, we are closer to the waterfront and have many more opportunities to interact with the Sailors."

The Regional Navy Mail Center location also offers other opportunities their previous location didn't. "Shipboard Postal Clerks come here every day to pick up their mail, so we have daily opportunities to interact with them, to mentor them, ask them how their day is going," added Gibbs. "For an independent-duty Postal Clerk without a knowledgeable shipboard mentor, that daily interaction is invaluable."

The new location also offers the team space to conduct training. Gibbs is acting quickly to make good use of that space too. Working in conjunction with the Chief of Naval Education and training, Gibbs and CINCLANTFLT Postal Officer PCCM(SW) Richard Buchar are organizing a program that mirrors the Postal Operations Course offered at the Interservice Postal Training Activity, Fort Jackson, S.C. The course will be designed to train shipboard Postal Clerks who earned the PC designation through on-the-job-training and by taking the PC3 exam. The course will be taught by Gibbs, Santos, and other local volunteer senior Postal Clerks who are certified Navy Instructors. "The course will be just like the one taught at Fort Jackson, but commands will save thousands of dollars in TAD funds by letting their Sailors train here at home," said Gibbs. He hopes that funding will be available in the future to be able to offer the course in Norfolk on a regu-

lar basis.

Gibbs and his team will also be establishing the Atlantic Fleet Postal and Finance Office.

They will provide services to all Atlantic Fleet ships that are currently provided to them by the U.S. Postal Service in New York. They will stock more than \$1.5 million in stamps and other materials for the afloat post offices to use. For Norfolk-based ships, that will mean less stock to account for, because they won't have to keep as much on hand since they'll have local availability for the material instead of having to order it from New York.

The New Postal and Finance Office will also receive all required reports from afloat Post Offices and consolidate them into one report to send to Postmaster New York. These reports were previously sent individually to New York by ships. "By receiving all of the reports from ships, we can check them for accuracy and correct any discrepancies prior to preparing our report," explained Gibbs. "When we send our report to New York, it will be error-free."

Gibbs expects his team to add a new member or two. They also have access to the Sailors and civilians employed at the Regional Navy Mail Center. As their resources grow, so will the opportunities for afloat Postal Clerks.



PCC(SW/AW) Robbin Santos

# Bravo Zulu



*FISC Norfolk Commanding Officer Capt. Bill Kowba congratulates SK1 Simms-Tripp after she was frocked to SK1.*



*NAVTRANS Commanding Officer Capt. Robert J. Mundell congratulates NAVTRANS employee Joanna Wheeler for her 35 years of government service.*



## ***Parking woes...***

*With more tenants moving into the newly-renovated Building Z-133, parking spaces are becoming harder to come by in the adjacent parking lot. As more people move into Z-133 and other nearby buildings, it will become increasingly difficult to find "that perfect parking place." The lot is not owned by*

*any command in particular, so all spots are strictly first-come, first served. Please plan accordingly. Remember to factor-in the necessary time to find a parking space when planning your commute.*