

# Supply



# Chest

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Ready - Resourceful - Responsive!

Vol. 55 No. 9

*NAVSUP transformation journey continues with the establishment of lead FISC*

## Former FISC Norfolk CO promoted to Rear Admiral - assumes helm as first Commander, Fleet and Industrial Supply Centers

By Nanette Davis  
FISC San Diego PAO

Navy Supply Corps Rear Adm. William A. Kowba relieved Capt. Harry W. Davis as commanding officer of the Fleet and Industrial Supply Center San Diego, and became the first Commander, Fleet and Industrial Supply Centers, during a ceremony held July 25 on the Broadway Pier in downtown San Diego.

"We are here to complete the next milestone in our transformation effort...to witness this historic event for both the Naval Supply Systems Command and FISC San Diego," announced guest speaker Rear Adm. Justin D. McCarthy, Commander, NAVSUP and Chief of Supply Corps.

Explaining why this ceremony was not an average change of command, McCarthy said, "After our Chief of Naval Operations and Secretary of the Navy discussed our Navy's need for reinvestment funds to recapitalize our aging fleet, NAVSUP formed a transformation team to develop ideas that would generate a substantial contribution

*continued on page 6*



*San Diego - Following the July 25 ceremony establishing Commander, Fleet and Industrial Supply Centers, the commanding officers of the six FISCs located in Jacksonville, Fla., Bremerton (Puget Sound) Wash., Norfolk, Va., Pearl Harbor, Hawaii, and Yokosuka, Japan assisted Rear Adm. William Kowba, commanding officer of FISC San Diego and Commander, FISCs, in cutting the ceremonial cake. From left to right are: Capts. Ed Naranjo, Carol Hoffman, Loren Heckelman, Steve Olson, and Sly Abramowicz Jr.*

### Ronald Reagan Joins Fleet



*USS Ronald Reagan (CVN 76) was commissioned July 12 at Naval Station Norfolk. The date marked the Navy's newest Nimitz-class carrier's official entry into active duty. Special guests included Nancy Reagan and Vice President Richard Cheney, who also was the keynote speaker. FISC Norfolk obtained the only aerial photos of the event.*

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## From the Commanding Officer

FISC Norfolk Teammates,

For those of you who work here on Norfolk Naval Station, I would like to call your attention to the map enclosed in the next page of this issue of Supply Chest advertising the new free Naval Station Norfolk shuttle, the Navigator. This shuttle service is in operation now. The Navigator is a free shuttle service to all Naval Station employees, military and civilian. It is on a 30 minute circuitous route through the base 12 hours per day, 5 days per week. It travels between the Navy Exchange and commissary, barracks and piers and there is a stop almost directly in front of building W-143. Shuttle signs are posted at each stop along with a map of the complete route it covers.

This shuttle service is a joint venture between the Navy and Hampton Roads Transit to try to reduce traffic congestion and improve air quality in the Hampton Roads

area. The Navy is paying for 20 percent of the cost to run this shuttle and the rest of the cost is covered through a federal grant to Hampton Roads Transit. In order for this funding arrangement to continue and for the shuttle to remain, there must be sufficient ridership to justify its cost.

This is a great deal for all of us who work on the Naval Station to help reduce traffic congestion and alleviate the parking issues as our people move about the base to different locations and facilities. Please help us increase awareness and ridership by talking it up among your friends and coworkers and taking the shuttle when traveling about the base. Thanks for helping to spread the word and increase the awareness of this great new benefit.



Capt. L. V. Heckelman  
FISC Norfolk Commanding Officer

## Backups require you to log-off NMCI at the end of your work day

NMCI reports that many employees are not logging off their workstations at the end of the day; instead they are allowing their workstations to go into a lock down. Here are the differences:

Logging off ends your session on the computer but leaves the computer running on full power.

Lock down usually occurs after 15 minutes of inactivity on the computer, or it can be forced after you press Ctrl + Alt + Delete. With lock down, the computer is still in use but has been locked.

The computer can only be unlocked by the user or by an administrator. To unlock the workstation, you are prompted to insert your smart card or press Ctrl + Alt + Delete, then enter a password.

Be advised that if you simply lock down the workstation instead of logging at the end of the day, you are taking a big chance with backups. **The**

### **system will not do backups of an open session.**

If your personal folder (.pst) is on the shared drive and your email is open during backups, it is considered an open session and will not be backed up. Logging off the workstation daily will also ensure the proper group policies, software and security settings are installed.

At the end of your workday, do the following:

Click on START

Click on SHUT DOWN

[The shut down Windows box pop up]

Select Log off xxxxx.xxxxxx <User Name>

Click on Ok

Your cooperation is appreciated. Questions can be directed to the FISC Norfolk INFOSEC Staff - 443-1503.

# Supply Chest

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**When you need to get around Naval Station Norfolk, ride the Navigator. It's free, convenient, and you don't have to worry about parking hassles.**

# Navigator

**FREE NAVAL STATION NORFOLK SHUTTLE**

- **DAY ROUTE:** 1100 to 1800
- **NIGHT ROUTE:** 1800 to 2300
- **SHUTTLE STOP**
- FREE FARE**
- Route operates on a 30-minute circuit Monday-Friday*

**CARRIER PIERS**  
Arrives and departs  
on the quarter hour.

**COMMISSARY**  
Arrives and departs  
on the half hour.

Service will not be provided on New Year's Day, Martin Luther King Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

**HRT**  
Hampton Roads Transit  
757-222-6100  
www.hrtransit.org

## Workforce Development and Support Div. moves to 3rd floor

The mission of the Workforce Development and Support Division is to provide options for continued training and development of the entire FISC workforce, including outlying areas and detachments. We are available to assist supervisors and managers in the development of Individual Development Plans (IDPs) and will assist employees and supervisors in locating sources of training for courses listed on IDPs. The Division provides books, videos, on-the-job training counseling, and assistance in locating sources for everyone's training needs.

To help serve everyone more effectively, the division has moved into new spaces located on the third floor. The move took place during the first week in June. Initially, this new area will have three training rooms and a resource center. One of the training rooms will be equipped with several computers and will seat 20 students. A larger training area will be used for training, meetings and conferences or can be turned into

two small training spaces using an accordion room divider. This will allow greater flexibility in serving the training community. For the training instructors, the training rooms will be equipped with state of the art equipment including lecterns with touch panel controls and smart boards. Additional training rooms will be completed by September.

The Resource Center will contain videos, books and a computer for assistance with completing resumes, or to allow the use of computers for on-line training. This will be the ideal setting for employees who need some quiet time to complete their resumes or on-line training courses, such as Microsoft Outlook, with staff members available to assist when needed.

Members of the Workforce Development and Support Division available to assist you are Debra Monroe (443-1054), Susan Thornes (443-1728) and Alice Burford (443-1729). In addition to providing the assistance mentioned above, this division also coordinates the command's mentoring program, a



*State-of-the-art classrooms are now available on the third floor of building W-143 for training, meetings and presentations.*

leadership developmental program designed to link employees with experienced professionals for career development. Future plans for the division will include providing a Sign Language class for our supervisors and employees. All of these programs help to facilitate the development of each FISC employee and to assist the managers and supervisors. Come visit us and let us know how we can help you.

## Captain Howard, former FISC Norfolk XO, takes DDNV helm



*Capt. Bob Howard addresses the audience at the DDNV change of command ceremony. He relieved Capt. Jim Hagarty as DDNV Commander on July 10. Capt. Howard was most recently the Supply Corps Officer detailer.*



*Former DDNV Commander Capt. Jim Hagarty is presented with a certificate of retirement by Vice Adm. Keith Lippert, Director, Defence Logistics Agency. Capt. Hagarty's change-of-command ceremony was immediately followed by a retirement ceremony. He served for more than 38 years in the Navy and Air Force.*

# Philadelphia detachment students graduate from NPS

On June 20, 2003, five employees of FISC's Philadelphia Detachment were among the graduating class from the Naval Postgraduate School (NPS), Monterey, California. The graduation ceremony marked the culmination of a two year-plus effort to achieve the degree of Master of Science in Contract Management (MSCM.)

The long road to Monterey began three years earlier. During calendar year 2000, the NPS Graduate School of Business and Public Policy (GSBPP) began soliciting interest for a new "cohort" of its MSCM-835 Distance Learning (DL) program. Several previous cohorts had been established in San Diego, Ft. Monmouth (NJ), and Huntsville, Alabama. The 835 program, developed by Dr. Dave Lamm of NPS, is designed to provide qualified civilian defense acquisition personnel an opportunity to pursue a graduate business degree that includes a practical focus on the latest Navy and Department of Defense (DoD) contracting issues, policies, and trends. Applications were accepted and processed by the Navy's Director for Acquisition Career Management (DACM) office, which cosponsors the program. Due to a high level of interest at the Philadelphia Detachment, and the support provided by then-Officer-In-Charge Cmdr. Dan Downs, the detachment was selected as a host location. The FISC site was combined with a second location at the Office of Naval Research (ONR) in Washington, D.C. to form the new cohort. The original student group included six FISC employees in Philadelphia, plus ten people in Washington representing five different Navy activities.

The program was structured in two phases. The majority of the program was spent taking class via a three-way video teleconference (VTC) hook up between the professor at NPS and the Washington and Philadelphia student locations. Beginning in early April 2001, the students attended one or two courses during each three-month academic quarter. The distance courses continued in this fashion for eight quarters, with the final distance course ending in March 2003. The second phase was an intensive nine-week abbreviated quarter conducted on-site at NPS from mid-April through late June, 2003. The on-site quarter included three courses plus an acquisition seminar featuring guest



*Five of the graduating students receiving a Master of Science degree in Contract Management from NPS Monterey, Calif. are FISC Norfolk Det. Philadelphia employees.*

lecturers from industry and defense. Students were also required to write a thesis in order to complete the program.

The distance phase included courses in economics, finance, communication, public policy, budgeting, production quality management, and contract law. In addition, several acquisition courses focused on core contracting topics from a variety of different perspectives. Classes were typically held two or three days per week, with each class session two to three hours in duration. Each class was a live VTC hookup, with real-time interaction between the professor and students at both locations. Over the two year DL period, approximately fifty percent of the classroom time occurred during the workday. The support of the command and detachment was therefore essential in allowing time for employees to attend class sessions. On the other hand, each employee-student was responsible for balancing full-

time job responsibilities, academic duties, and home and personal commitments. In addition to classroom time, significant outside reading, writing, and group project assignments demanded diligent effort by each student. Internet-based training and e-mail communication supplemented the VTC in rounding out the distance learning process. When possible, individual professors took the time to visit the students in Washington and Philadelphia, which helped to personalize subsequent VTC communications.

By the end of the two-year distance phase, ten students remained in the program. The remaining students traveled to Monterey on April 21, 2003 for the on-site quarter. This quarter provided an opportunity for the civilian students to network and learn from the NPS resident student population of U.S. and foreign officers. Classes included the "capstone" acquisition class.

## **NAVSUP Corporate Climate Survey postponed**

*Due to a catastrophic software failure, the first 500 responses to the Corporate Climate Survey were lost. The survey was taken down and corrections were made, however, after the survey instrument was placed back on-line, connectivity problems continued. Therefore, a decision was made to suspend the Corporate Climate Survey until these technical issues can be resolved. We will let you know when these problems have been resolved and a new deployment schedule has been determined.*

to the Navy's identified need for \$10 billion dollars in reinvestment funds annually.

"That team developed a three-phased transformation roadmap based on a series of structural, functional and customer alignment initiatives," the admiral continued. "Among these was the creation of the lead FISC and the establishment of Commander, Fleet and Industrial Supply Centers.

Addressing the many family members, employees and honored guests gathered to witness the ceremony, Kowba remarked, "Today, FISC San Diego becomes the lead organization within COMFISCS, an alignment that brings together the Navy's six supply centers in a new, powerfully unifying way. This is the culmination of months of hard work by many... and a milestone of NAVSUP's ongoing transformation, which is a part of the greater Navy and Department of Defense efforts.

"Our COMFISCS mission is to achieve an unprecedented unity of purpose among all of our supply centers around the world that will enable us to reach new heights of efficiency, effectiveness, and best business practices in support of the war fighter and our other valued customers," Kowba stated. "We are the plank owners in this endeavor."

In its lead role, FISC San Diego is responsible for facilitating common practices and efficiencies across the FISCs located in San Diego, Calif.; Norfolk, Va.; Jacksonville, Fla.; Yokosuka, Japan; Pearl Harbor, Hawaii; and Bremerton (Puget Sound), Wash. This includes monitoring waterfront strategic plan performance, providing field contract oversight, managing the Intra-fleet Supply Support Operations Program Center of Excellence, and allocating program management responsibilities across the FISCs.

"Close to 50 percent of NAVSUP's workforce assigned to our six FISCs will now come under a single commander with the authority and responsibility to drive business process improvements, develop common practices, and leverage the collective capability across all FISCs," stated McCarthy.

Coinciding with this event, Rear Adm. Kowba was also designated as Assistant Chief of Staff for Regional Commander Support, serving as the NAVSUP principal agent in establishing, monitoring and delivering FISC support to all regional commanders.

"As the first ACOS for Regional Commander Support, the task is to optimize the performance of base supply functions and standardize levels of service across all Navy installations and regions," Kowba explained. "All of this must occur in an environment highlighted by great change including the ongoing war on terrorism, the emerging fleet response concept to be able to surge our afloat units at a moment's notice, and the pending establishment of Commander, Navy Installations."

Acknowledging that the details of the NAVSUP transformation are still being developed, McCarthy said, "We are on a journey of change management, and FISC San Diego as our lead FISC will be charting the way in one of the most critical areas of our corporate transformation."

Kowba asked the COMFISCS team to view this change as an opportunity to make a significant contribution to the Navy. "From the top down, I ask that we dedicate ourselves to the CNO's expectations of us to accomplish our mission for the greater good of the



*"Sir, I report for duty as Commander, Fleet and Industrial Supply Centers," said Rear Adm. William Kowba as he exchanged salutes with Rear Adm. Justin McCarthy, COMNAVSUPSYSCOM. Kowba relieved Capt. Harry Davis as FISC San Diego commanding officer and became the first Commander, FISCs during the historic ceremony held July 25.*

Navy."

"These are truly exciting times, a genuine moment to make a real difference in our Navy as we refine the COMFISCS concept... and I look forward to working with all of you and our customers and stakeholders spread across the supply centers, waterfronts, and regions," he concluded.

Kowba, a native of Rochester, N.Y., holds a bachelor of arts degree from St. Bonaventure University and has master of arts degrees from the University of Richmond and Webster University and a master's degree in business administration from the Anderson School at UCLA. The admiral is also a graduate of the Tuck School of Business Executive Program at Dartmouth College. His personal awards include the Legion of Merit, the Defense Meritorious Service Medal, six Meritorious Service Medals, the Navy Commendation Medal, and the Navy Achievement Medal. He is a qualified Submarine Supply Officer and Surface Warfare Supply Corps Officer, and a member of the Department of Navy Acquisition Professional Community.

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*The Commander, Fleet and Industrial Supply Centers mission is to facilitate best business practices and efficiencies across the six FISCs located in San Diego, Calif.; Norfolk, Va.; Jacksonville, Fla.; Yokosuka, Japan; Pearl Harbor, Hawaii; and Bremerton (Puget Sound), Wash. COMFISCS is also responsible for optimizing the performance of base supply functions and standardizing levels of service across all Navy installations and regions. COMFISCS comprises more than 4,000 military and civilian logistics professionals, operating as a single cohesive team, and executing as many as 18 different missions at more than 60 locations worldwide. A component of the Naval Supply Systems Command, headquartered in Mechanicsburg, Pa., COMFISCS is part of a worldwide logistics network of more than 26,000 military and civilian personnel providing "One-Touch Supply."*

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**For the latest FISC Norfolk news, check out our Intranet site, InsideFisc.**



# DDNV Employees of the Quarter



*Ronald McRae, Production Division, is the DDNV Blue Collar Employee of the Quarter*



*Harold Wallace, Inventory Division, is the DDNV White Collar Employee of the Quarter.*



*Ronald Winston, Inventory Division, is the DDNV Supervisor of the Quarter.*



*Receiving and Offload Team, Production Division, is the DDNV Work Team of the Quarter*



*Cmdr. Kevin Carrier is presented with his new cover by former DDNV Commander Capt. Jim Hagarty after he was promoted to his present rank. Also on hand were Cmdr. Carrier's wife, Mary Ellen, and their daughter, Caitlin.*





# FISC Employees of the Quarter



Mary Kelly, Code 302, is the FISC Norfolk Wage Grade Employee of the Quarter



Rufus Strothers, Code 302, is the FISC Norfolk General Schedule Employee of the Quarter



Terry Bledsoe, Code 54, is the FISC Norfolk Supervisor of the Quarter



SK2 (SW) Deeann Butler was recently reenlisted by FISC Norfolk Commanding Officer Capt. L.V. Heckelman. The oath of enlistment was read by her son, Brandon (9) while son David (5) looked on.



FISC Norfolk Commanding Officer Capt. L.V. Heckelman (bottom right) congratulates the Pier 8 Stevedores, Code 302, on their selection as the FISC Work Team of the Quarter



GM2 (SW) Richard Webb, SMSD, was recently reenlisted by Cmdr. Dave Wiggs. The oath was administered by GMC (SW) Bruce Thompson

