

Supply Chest



April 27, 2001

Navy Core Values: Honor, Courage, Commitment

Vol. 53 No. 7

FISC Det Washington

Postal Operations Receive special recognition from U.S. Secret Service

When the U.S. Secret Service decided to consolidate their 950 H Street NW Washington, D.C. office to their Anacostia Annex's remote deliver site, they went to the U.S. Postal Service (USPS) for guidance. The USPS mistakenly told them to address their mail using the Navy's Anacostia Annex D.C. 20373 ZIP Code and mistakenly disestablished their unique ZIP Code. The U.S. Secret Service then announced worldwide their new official address. Soon after, all their official mail was coming through our Navy facility. FISC Det Washington's postal employees recognized the problem immediately and took the initial

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Carolyn Gormley and Dan O'Sullivan from FISC Norfolk Det. Philadelphia provided Intranet training to FISC Norfolk contracting personnel. Photo by Bill Pointer

Rear Adm. McCarthy selected as next COMNAVSUPSYSCOM

The Secretary of the Navy has approved the selection of Rear Admiral Justin D. McCarthy, Supply Corps, United States Navy to relieve RADM Keith W. Lippert as Commander, Naval Supply Systems Command and 42nd Chief of Supply Corps. RADM Lippert has been selected for a third star and will become Commander, Defense Logistics Agency.

RADM McCarthy is currently assigned as Deputy Chief of Staff for Logistics, Fleet Supply and Ordnance, on the staff of Commander in Chief, U.S. Pacific Fleet, Pearl Harbor HI. He will assume his new responsibilities at a Change of Command ceremony in July at the Naval Support Activity, Mechan-

icsburg. RADM McCarthy will be relieved in his current assignment by RADM Daniel H. Stone, SC, USN who is currently assigned as Commander, Defense Logistics Support Command, Ft. Belvoir, VA.

RADM McCarthy is a native of Auburn Hills, Michigan, and a graduate of Oakland University, Michigan and the Naval Postgraduate School, Monterey, CA. Afloat tours include service aboard four ships, three of which were as supply department head. These tours included USS HOLLAND (AS 32), USS NEWPORT (LST 1179), USS NEW ORLEANS (LPH 11) and as a recommissioning supply officer of USS MISSOURI (BB 63).

RADM Lippert became Commander, Naval Supply Systems Command in August, 1999, following a two year tour as Vice Commander, NAVSUP. A native of Chicago, IL, he is a graduate of Miami University, Oxford, OH, and the Naval Postgraduate School, Monterey, CA. He headed the Defense General Supply Center, Richmond, VA. from 1993 to 1995 and then served as the first Commander, Naval Inventory Control Point, headquartered in Philadelphia, PA until 1997. His sea duty tours include Supply Officer of USS QUEENFISH (SSN 651), Assistant Supply Officer of USS SIMON LAKE (AS 33) and Supply Officer of USS CANOPUS (AS 34).

Corporate Climate Survey - Why you should take it



by Sid Etherington
FISC Norfolk Executive Director

During the month of April, FISC Norfolk employees will be asked to participate in the third round of the Naval Supply System Command's Corporate Climate Survey. In this issue of the Supply Chest we are printing the personal letter written to each of you as you take this survey from the Commander, Naval Supply Systems Command, Rear Admiral Lippert. I am using my article

to ask each of you to please take the time to complete the survey. As Rear Adm. Lippert states in his letter, in order to provide the "best possible and most supportive overall command climate" it is critical that we have **your input and assessment** of the command climate. That is why we need you to complete the survey. Those of you that have taken the previous two surveys will find that this one is very similar. It will again request you to comment on the areas of EEO, career opportunities, work environment, and sexual harassment. In the Survey Instructions you are advised that this survey desires that your responses come from your "direct experiences and/or your observations of actual experiences that have occurred since the Round Two of Corporate Climate Survey administered in the Spring 1999." Please keep this in mind as you respond. I emphasize this because there have been specific plans of action developed and executed after each survey and it is of particular importance to us to know if our actions have been successful in responding to your concerns.

In the survey there is a section on work environment that addresses your relationship with your coworkers, 1st

line supervisor, middle management and upper management. Again, for accuracy in assessing your responses, please take note of the survey instructions on what is meant by each of these phases.

Finally, the survey will ask for demographic information. Even though this survey is completely confidential, you are not required to complete any of this information if it makes you at all uncomfortable. The most important issue at hand is for us to get honest, candid feedback from each and every one of you, the demographics are not the issue. Our plan to conduct the survey is very controlled in order to insure your responses are confidential and anonymous. I assure you, here and now, that your individual surveys will not be reproduced nor reviewed by anyone at this command prior to delivery to the contractor for tabulation and analysis. Only the overall results will be returned to the command. There will be several opportunities provided for you to take the survey. A schedule of the times and places is in this issue. If you cannot make the time set aside for your department, please attend one of the other

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Supply Chest

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Corporate Climate Survey Schedule

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Department	Location	Date/Time
Command Staff	Hampton Room	2 April 0900/1300
Code 40	Hampton Room	3 April 0900/1300
Code 50	Hampton Room	4 April 0900/1300
Code 80	Hampton Room	5 April 0900/1300
Code 100 LSC Call Center	Hampton Room	6 April 0900/1300
Code 200	Hampton Room	9 April 0900/1300
Code 300/301/300F/305 307	Hampton Room	10 April 0900
Oceana	Oceana	10 April 1300
ATAC -303	ATAC	11 April 0900
Regional Mail Center - 308	Mail Center	11 April 1300
HAZMAT - 307	LF-50/x218/LC	12 April 0900
CEP-201 -302	CEP-201	12 April 1300
HHG - 306	HHG	12 April 1400
Pier 4	Pier 4	13 April 0800
SMSD -304	SMSD	13 April 0900
Code 700	Craney Island	16 April 0900
Cheatham Annex	CAX	17 April 1000
NNSY Det/301.2	NNSY	19 April 0830-0900 1000-1100 1230-1330
Philadelphia Det	Philadelphia	19 April 0900/1300
Washington Det Anacostia NAS	Washington	24 April 0900/1300
Earle Det	Earle NJ	24 April 0900
Makeup Days	Hampton Room	25 April 0900 26 April 1300 27 April 0900

times to complete the survey, it only takes 30 minutes. Unfortunately, in the past we have benefited from only about a 50 percent response rate to these surveys. Therefore any actions taken or changes implemented were based on what 50 percent of you had to say. While this is not bad, any decision to change or modify policies or processes would be better served if based on the best information possible which means we want to hear from all of you. Thirty minutes is not long and ample opportunities are provided to take the survey. As you can see from the schedule in this issue of the Supply Chest, the survey team will bring the survey to you, wherever you are. All I ask is that you take the time to respond as honestly and accurately as possible. If you do, we will be able to make changes that will result in a better corporate environment for us all. See you at the first session!



Call for Volunteers

The Wall That Heals

The American Legion Hampton Roads Post 31 is hosting “The Wall That Heals”, a one-half scale model of the Vietnam Memorial, on May 2-5, 2002, giving Virginians the opportunity to Honor all who served – both those who returned and those who did not.

Volunteers are needed to serve on the planning committee, to assemble and disassemble the wall, serve as greeters, information specialist, parking area attendants, security, and to perform various other duties. If you wish to volunteer and work with the American Legion on this project can call Post 31 at (757) 722-3721 and leave a message. You will be contacted for planning meetings.



FISC Det Washington Postal Operations Division received a plaque from the U.S. Secret Service. Front row (l-r): David J. Brown, Samuel C. Robinson, Patricia A. Amaker, Crystal A. Lewis, Daphne A. Cook, Gloria A. Jones, Jorge L. Mercado. Back row (l-r): CAPT Mark Westin, Anthony J. Warren, Anthony W. Lee, Edward F. O'Connor, Stanley McCaskill, Daniel G. Collins, Ernest L. Terry, William S. Barker.



William Barker (AOIC), CAPT M.D. Westin (OIC), Bruce Hill (Pitney Bowes on-site rep.), and Ernest Terry (Postal Operations Director) stand next to the new M3 Mixed Mail Manager. The M3 sorts all types of mail, and eliminates most human error that arises during manual mail sorts. It is currently sorting 66 percent of the mail for FISC Det Washington Postal Operations Division.

- Postal from page 1

tive to identify it to the Secret Service and the USPS. Resources were also extended to ensure that the Secret Service would receive its mail. For a couple of weeks the mail was delivered by the postal workers of FISC Det Washington. In those couple of weeks, the Postal Operations Division worked out a plan with the USPS for them to deliver the mail after FISC sorted it at its facility until the USPS could reestablish their unique ZIP Code. Even after the reestablishment of the Secret Service's ZIP code, some mail items were still arriving at the Navy facility for a short time.

In special recognition of FISC Det Washington's Postal Operations Division, the U.S. Secret Service issued a Certificate of Appreciation signed by the Director of the United States Secret Service Mr. Brian Stafford. He commended FISC Postal Operations Division for stepping up to the plate when they could have returned the mail and ignore a problem that would have got out of hand and cause embarrassment.

One-touch support

By V. Andre Fenwick, eBusiness Program Management Office

Knowledge Management is the means of providing technology support to the entire workforce, enabling the organization to acquire and maintain corporate knowledge and to ensure knowledge sharing across the enterprise (NAVSUP Claimancy). The last Corporate Climate Survey (CCC) generated a significant number of responses that dealt with the need to improve communications at FISC Norfolk. A solution to this problem was to update the FISC Norfolk Home Page to include a number of links to web sites that will provide employees with access to a wide

range of career planning information.

You need only remember that the FISC Norfolk URL (address) is <http://www.nor.fisc.navy.mil>. No password is required. Once in the site, click on the link titled "Career Information". You will find lots of useful information that will enable you to successfully compete in the workplace now and prepare for the future. For example:

- **Civilian Workforce Planning Office (CWPO)** - NAVSUP homepage providing career management and development information.
- **U.S. Office of Personnel Management, USA Career** - U.S. Office of Personnel Management (OPM) provides employees information on recent legislative changes affecting federal employees; pay tables; workforce statistics; employment plan and guide

for employees with disabilities and much more.

- **STAIRS** - Standard Automated Inventory and Referral System - Provides the ability to prepare online resumes for job applications.
- **U.S. Department of Labor Employment and Training Administration** - Offers web-based strategies and a tutorial on using the Internet.
- **Planning Your Future, Survival Guide** - Information about starting a new career, federal retirement and other helpful information.
- **Department of the Navy Human Resources Online** - General and specific employee information, including jobs.
- **Virginia Employment Commission** - Identifies local field offices which provide computers for use, assistance,

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Electronic Commerce Conference

FISC Norfolk, Detachment Washington and Naval District Washington Partner for the Small Business Community

On February 9, 2001, FISC Norfolk Detachment Washington conducted a Small Business Electronic Commerce Conference (SBEC) at the Washington Navy Yard.

“This is the first time we’ve taken a proactive approach to level the playing field for small businesses to take part in our electronic commerce initiatives”

The conference was originally designed as an electronic commerce conference for the small business community, but the program was expanded to include some of the current ways of doing business with the Navy. The entire conference was designed to be a brief, half-day, seminar, with solid information and tools that participating small businesses could use increase their business with the government—both by traditional and EC methods. In attendance were representatives from ASN (RD&A), NAVSUP, DLA (JECBO) as well as EDS Corp., as a corporate sponsor representing small business requirements of NMCI.

“This is the first time we’ve taken a proactive approach to level the playing field for small businesses to take part in our electronic commerce initiatives,” said CDR Gregory Davies, director of e-commerce at FISC Det. Washington, and chairperson and organizer of the SBEC conference. “I’m very pleased with the way we’ve harnessed all the different small business organizations to work together to make this conference a success. This has been a real team effort,” added Davies.

RDML G.H. Jenkins, Deputy for Acquisition and Business Management, ASN (RD&A) and RDML Christopher Weaver, Commandant, Naval District Washington were joint keynote speakers. Senior Navy SES SADBUDirector, Nancy Tarrant was also there as a presenter. The SBEC conference broke new ground in several areas. The theme

of the conference was linking the small business community with the EC vision of the Navy.

The main objectives of the conference were to communicate current ways of doing business with the Federal Government; discuss methods of conducting EC with the federal government; create a small business database that will be shared with local commands: NAVSEA, NAVAIR, EFA Chesapeake, NDW, FISC, and MSC; share DoD SADBUDirector points of contact with the small business community; and to provide the necessary tools to enable small businesses to attach on-line catalogs to electronic commerce marketplaces within the government.

“Today, we’ve leveled the playing field for the small business community.”

According to Davies, the conference was the first conference to communicate the electronic commerce vision of the DoD to the small business community, and the first conference that proactively addresses the three major concerns of the Senate’s Committee on Small Business on electronic commerce and which will assist in answering questions for the GAO’s new Small Business e-Procurement review.

“I want to ensure that small businesses are not left in the dust as we build on-line marketplaces on the web,” said Davies.

The conference also brought together the entire small business organization including DoD and local D.C government (and quasi-governmental) organizations dedicated to expanding small business. Besides FISC and NDW as co-sponsors of the conference, organizers also linked with Washington’s Bridges-to-Friendship project and the D.C. Chamber of Commerce. They also collaborated with the SADBUDirector offices from MSC, NAVAIR, NAVSEA,

EFA Chesapeake, as well as NAVSUP, JECPO, and ASN (RD&A).

An important feature of the conference was to share information with the small business community and let them

know what is going on in on-line ordering systems (portals). NAVSUP was represented and provided a presentation on the One Touch “E-portal” that is currently being designed and tested. One of the objectives of the NAVSUP e-portal is to include as much small business catalog content as possible. “Armed with the information received today, small businesses could be processing on-line orders within a week,” explained Davies. “Today, we’ve leveled the playing field for the small business community.” The conference represents the first opportunity to share what the Navy is doing in EC with a small business community.

Another unique factor of the conference was the open invitation to small-businesses to join one of the Government’s existing on-line purchasing systems (the DoD EMail). This was made possible by a partnership between FISC Det. Washington and DLA’s Joint Electronic Commerce Business Office (JECBO). “We’re not just talking to the small business community, we are actively engaging them in our electronic commerce processes,” said Davies.

FISC Det. Washington has initiated an active solicitation on NECO that invites suppliers to send price proposals of their catalog content on spreadsheets as a first set to putting their catalogs on-line. “We’re providing real tools to the small business community so that they can go out today and join the EMail,” added Davies.

More than 75 small businesses participated in the conference, with more than 150 total participants. The small business information collected at the conference from the participating businesses will be stored in an active SB database and shared with all local acquisition offices and purchase card buyers.

Bravo Zulu



DDNV's Arthur Whited receives his 30-year award from CAPT Dick Trowbridge, Commanding Officer, DDNV.



DDNV's Melvin Pointer receives his 35-year award from CAPT Dick Trowbridge, Commanding Officer, DDNV.



DDNV's Allan Crumwell receives his 30-year award from CAPT Dick Trowbridge, DDNV Commanding Officer.



Sheila Sweet, Code 200, cuts a cake marking her retirement after 33 years of federal service.



Jim Wright, Division Director, Code 307, is all smiles as John Pence, representing Sherwyn Williams, signs a marine paint consignment agreement as Contracting Officer Jack Pendleton looks on. The agreement allows FISC to store marine paint in the LF-150 HAZMAT building for issue and use on a consignment basis. Under the agreement, there are no up-front costs to the government. The government is billed only for paint that is issued.

Bravo Zulu



Seven Cheatham Annex Custody Asset Division employees were recently recognized by CAPT Kowba for their work in disposing of a large backlog of excess material. Their efforts resulted in the processing of 630 disposal documents comprising more than 6,000 pieces of material worth more than \$6 million. Pictured (l-r) are Al Walker, Curtis Wilgus, Cecil Williams, CAPT Kowba, Wayne Grimes, Mike Kurten, Vernon Taylor, and Chester Christian, Supervisor.



Four Cheatham Annex employees were recently recognized by CAPT Kowba for their participation in an employee involvement group that was tasked to streamline the material receipt process at Shed 9, Naval Weapons Station, to better support customer requirements. The group developed procedures for work flow that will provide material to customers in a more timely manner without compromising accountability and retaining an audit trail. Pictured (l-r) are Shirley Holloway, Alice Council, Wanda Daniels, CAPT Kowba, and Pam Forester, supervisor.



SK1 Timothy Humphrey is FISC Reserve Sailor of the Year

SK1 Timothy Humphrey was honored recently for his selection as the FISC Reserve Sailor of the Year. Humphrey reported to NR FISC Norfolk in March 1999, and serves as the leading petty officer in Operations Department. Humphrey's other Reserve assignments include Supply Management Assessment Team DET 101, Special Warfare Group 2, and NSC. While assigned to NSC, Humphrey was recalled to active duty for 10 months in support of operation Desert Storm. Before joining the Reserves, Humphrey served on active duty for nearly five years at NAF Atsugi Japan, and aboard USS RICHARD E. BYRD. When he's not busy drilling with FISC, Humphrey is employed as a pipefitter work leader at the Norfolk Naval Shipyard in Portsmouth, VA.

The next deadline for inputs to the Supply Chest is Friday, May 4, for the May 11 edition. Please submit material electronically or via diskette. Handwritten or typed material cannot be accepted. Call the Public Affairs Officer at 443-1014 if you have questions about submitting material.



Four NAVTRANS employees were recently presented the Navy Meritorious Civilian Service medal on the occasion of their retirement. Linda Ewing (28 years), Rosa Fitchett (28 years), Dorothy McGlone (27 years) and Gladys Stokes (27 years) all served as Transportation Assistants in the Entitlement Audit Branch. They received their medals from CAPT Robert J. Mundell, NAVTRANS commanding officer. Ms. Georgia McCall, a Payroll and Financial Technician, was also recognized at the ceremony and awarded the Navy Meritorious Civilian Service medal in absentia.

Parking lot bus now runs continuously

The bus service has been changed from (2) buses running only in the morning and evening, to one that runs all day. This is due in part to the tighten security of the compound around W-143 along with dangers from truck, forklift traffic along with other circumstances. The new hours will be from 0500 to 1830 in the evening with breaks of 0830-0900 in the morning and 1500-1530 in the evening for the drivers lunch. We think this will help out the employees more by having this schedule especially during inclement weather. If employees have to report after their normal work schedule starts for some reason or they have to leave early due to emergencies, doctors appointments, etc. they will have transportation to and from W-143 to the parking lots.

We will be monitoring the schedule and it might need some fine tuning later. We understand there might be a few minutes delay from the schedule in the past, but ask that you give the new service a chance.

If you have any question, suggestion or problems call Windy Ankofski on 443-1111 or myself at 443-1107. I can also be reach by e-mail ronald_w_phillips@nor.fisc.navy.mil.

Don't get caught without proper ID

Have you checked the expiration date of your Optional Form 55 (Government Identification) lately ? How about your vehicle decals – are they about to expire this month?

The recent enforcement of Random Anti-terrorism Measures (RAM) at various entrances to the base has heightened the need to verify this information. You can be denied access to the base without a current Optional Form 55 or vehicle decals.

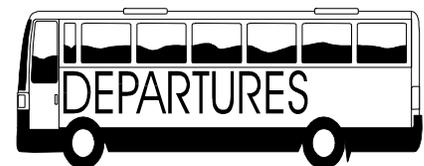
The FISC Pass and Badge Office is open daily 0730 – 1300 Mon-



day thru Friday (closed first Friday of the pay period). Special arrangements can be made to accommodate shift workers whose hours do not coincide. The office provides Optional Form

55, vehicle decals and building badges (except DDNV) for employees of Bldg. W143. Forms may be obtained from department secretaries and should be typed/signed by authorized personnel.

So don't wait until the last minute!!! Verify the expiration dates of your Optional Form 55 and decals. Any questions, contact Barbara Brooks, Security Manager, 443-1496 or Sherry Ponds, Pass Office, 443-1525.



Commercial Activities Study Updates

ATAC

The Post-MEO Audit of the Global ATAC function was conducted during the week of 9 Apr 01. Upon completion of the audit, a letter certifying that the Global ATAC MEO had been successfully implemented was forwarded to SUP 05, CAPT Lilli. This was the first Post MEO audit conducted in the NAVSUP claimancy.

The objectives of the Post-MEO Audit are to ensure that the MEO has been implemented in accordance with the Transition Plan; verify that the MEO is able to perform the services of the Performance Work Statement (PWS); and ensure that actual costs are within the in-house cost estimate. Capt Les Dunlap, from the NAVSUP Strategic Sourcing Office, functioned as the Team Leader for the global ATAC audit. The audit took place at FISC San Diego and was conducted under the supervision of the Naval Audit Service. Staff from FISC Norfolk and San Diego collaboratively developed data collection tools, employed research techniques and methods to provide all necessary supporting documentation and strategically coordinated the staging of technical and functional expertise to answer any and all questions relative to the ATAC operations at the Eastern and Western regional ATC HUB.

Retail Supply

Mrs. Sandy Harris, Business and Industrial Analyst in the Business Operations Department has replaced William (Bill) Andrews as leader of the Retail Supply study team.

The Retail Supply Team has been involved in the initial phases of developing the Performance Work Statement (PWS), which is Step 2 of the 15 Step CA Process.

Team accomplishments to date include: collecting data regarding vehicles, current support contracts, and regulations governing supply operations; conducting visits at local sites under study; developing a list of the products and services provided in conjunction with supply operations; con-

ducting interviews with personnel to determine process flows and methodologies.

During the first week of April, team representatives visited FISC Det. Earle, in Colts Neck, NJ to provide a CA process overview and status on the Retail Supply study, and to conduct employee interviews.

NICC

The NICC study team has begun initial data gathering efforts. The team met in Mechanicsburg, PA at NAVICP during the week of 9 April 01. The purpose of the meeting was to update the NICC Strategic Plan, and create a short-term action plan (1-5 months) with tasks that must be completed during the CA Study process. Also during the meeting the team discussed Business Unit Definition (BUD), interview questions, and techniques to be used to interview NICC employees. The interviews are essential for development of the NICC requirements that will become part of the Performance Work Statement (PWS). Interviews at FISC Norfolk will be completed on 20 April 01. Interviews at FISC San Diego are scheduled to be conducted 30 April - 4 May 01.

NE Personal Property

Final Decision on the NE Personal Property study was to retain the function in-house. An Implementation Team has been formed and has begun working toward implementation. MEO implementation will be declared 1 Oct 01. MEO implementation for this study will occur at six Personal Property offices: FISC Norfolk, VA, FISC Detachment Philadelphia, PA, Great Lakes, IL, New London, CT, Newport, RI, Saratoga Springs, NY.

Ocean Terminal

-Ocean Terminal Team Leader and Code 50 staff personnel are working to complete the Independent Review action items that resulted from the audit that began in December, 2000. The next step in the CA process is Independent Review Officer certification.

Pre-season softball tournament

Naval station Norfolk MWR will host a pre-season softball Tournament from 20-22 April 2001. All games will be played on the McClure, pier 12, S&S and U-40 fields.

The tournament is open to command-sponsored teams of active duty military. There is a 32-team limit and is free to units attached to Naval Station Norfolk and Naval Support Activity.

Tournament format will consist of eight four-team divisions. Divisional play will be single round-robin. Championship round will follow and include the top team from each of the four divisions in a single-elimination competition. Trophies will be presented to the championship and second place teams. All teams are guaranteed three games.

To enter, commands must submit an entry letter on command letterhead. The letter must outline the intent to compete, include a point of contact and authorized by the unit's commanding officer, executive officer or administrative officer. A team roster must be attached to the entry letter. No substitutions or modifications may be made to the team's roster once the tournament has commenced.

An organizational meeting will be held on 16 April at 1000 in the N-24 conference room. For more information or to sign up, contact the athletic office at 444-2276.



GOVERNMENT SURVEY: 25% OF FEDS UNAWARE OF ETHICS PROGRAM

The Office of Government Ethics (OGE) recently announced the results of the Executive Branch Employee Ethics Survey 2000.

The survey of a random sampling of federal employees was done to assess the effectiveness of the Government's ethics program and to assess the ethical culture in the Executive Branch.

Survey questions related to four primary measures - program awareness, program effectiveness, agency culture, and outcomes at agencies.

About 7,300 civilian employees at 22 departments and agencies were sent surveys and asked whether they were in or outside of the D.C. area, supervisory or non-supervisory employees, and their financial disclosure reporting status (i.e. whether they do or do not file financial disclosure reports, and if they do whether they file public or confidential disclosure reports).

Some of the more significant findings from the survey include:

There is a clear relationship between employee filing status and the employee's perception that the agency has an ethical culture.

Those who perceive the highest degree of an ethical culture are employees

who file public financial disclosure reports, followed by those who file confidential reports. Employees who are not required to file reports tend to perceive a somewhat less ethical culture.

Also, supervisors perceive a more ethical culture than non-supervisors.

This pattern is repeated across most of the areas surveyed. For example, when it comes to awareness of the Ethical Standards of Conduct, those who file financial reports are more aware of the rules than those employees who do not, and supervisors tend to have a greater awareness of the rules than non-supervisors.

About three-fourths of those surveyed were aware of the ethics program and the existence of ethics officials at their agency. This suggests that much more work needs to be done to expand awareness of the program and the existence of ethics advisors to all employees.

About 12 percent of the respondents indicated they had ethical issues within the last five years but did not know there were advisors in their agencies that could have helped them with those issues. In the past 5 years, 24 percent of respondents indicated they had sought ethics advice. Of those who sought ad-

vice, 59 percent went to agency ethics officials. The others went to other organizations within the agency, their supervisors, unions, or outsiders.

A large number of the respondents, 42 percent, reported receiving ethics training every year for the last five years; 23 percent reported receiving it every few years and 9 percent received it once in the five-year period. Ethics awareness is directly related to the amount of training the employee received. This is significant when considered with the result that ethics training was rated as more useful in providing ethics guidance than the rules themselves.

Employee ratings of the ethical culture within their agencies fell in the mid-point of the scale. Supervisors are a key factor in creating and maintaining an ethical culture.

Employees perceive the frequency of unethical behavior in their agencies as relatively low. The most common problem perceived: misuse of government time or resources.

The least common perceived offense is accepting payment from an outsider for performing government duties.

FISC Norfolk earns NAVSUP nomination for API Award

In a message released April 5, Mr. Larry Glasco, Executive Director, NAVSUPSYCOM, announced that FISC Norfolk is this year's NAVSUP nominee for the 2001 American Petroleum Institute (API) Award. The NAVSUP runner-up this year is FISC Yokosuka.

In his message, Glasco said, "The outstanding award packages made the judging extremely tough. The nomination packages clearly reflect the hard work, dedication and expertise dis-



played by our civilian, military and contractor teams." Glasco also said that improvements and accomplishments portrayed in the submissions of the FISC bulk terminals continue to be outstanding.

FISC Norfolk will now compete with nominees from other major claimants for the 2001 award for best bulk fuel terminal in the U.S. Navy. Selection of the Navy-wide winner and notification should be made by April 27, followed by a formal presentation ceremony in May.

When opportunity knocks

By Gina R. Napoli
Civilian Workforce Planning Office
(CWPO)

With more people retiring from the federal workforce, the pressure is on to recruit, train and retain the workforce of the next generation. However, given the multitude of constraints imposed on the hiring process, finding the right people for the right jobs at the right time becomes quite a challenge

The Career Intern Program is just one of the many ways in which interested candidates can express their interest in a federal career. The Office of Personnel Management has specifically designed the Career Intern Program to help agencies attract and recruit exceptional individuals into occupations of every type. Positions vary by agency. Qualified candidates should contact agencies directly to learn about current opportunities.

Intern candidates have many advan-

tages over other hiring methods:

- There is no nomination process
- A candidate may apply for a position year-round
- There is no positive education requirement
- The program is not restricted to candidates with graduate degrees
- Veterans' preference may also apply
- Interns are generally hired at the GS-5, 7, or 9 levels
- Salaries for FY 2001 range \$23,633-\$38,901 to start depending on the locality and grade level
- No rotational assignment is required
- There is no limitation on promotion potential

An applicant must agree to a two-year formal training and development program. This program may extend for no more than one year beyond that.

This program is not administered by OPM; however, applicants are subject to OPM qualifications. These qualifications are outlined within each position's

description.

Janice Lachance, OPM Director, said that the Federal Career Intern Program will make the government a more attractive employer among job seekers, as the program will offer interns a unique package of professional experiences and formal training opportunities that are tailored to meet their professional goals and interests.

Check out the OPM Career Intern Program on the worldwide web at www.opm.gov/careerintern/index.htm for more information about this great program.



Use caution when transiting center during roofing project

All W143 residents should be aware that a major re-roofing project is underway for Bldg. W143. The first stage will be to demolish and remove various pieces of abandoned air conditioning equipment from the roof. This may include various pipes and wires that penetrate the roof. The air conditioning equipment that is to remain in service will also be temporarily removed.

These operations will no doubt cause Centerites some concern due to the noise and possibly some minor dust or very small debris from the overhead, above the suspended ceiling. The occasional aroma of hot tar may also be expected at some point. These events should not pose any threat of health or safety to the building occupants. However, if there is any concern, at any time, please feel free to vacate your work area and report the concern to your supervisor or contact the FISC Facilities Division-Code 44, at once. Persons will be dispatched to investigate and advise. On two occasions, large pieces of concrete have been dislodged by the removal of the old roof decking, which came through the ceiling. Luckily no

one was hurt either time. It is suggested if you hear heavy jack hammering above your immediate area to vacate until the contractor has moved to another location.

As in any major roofing project such as this, minor roof leaks may be expected during inclement weather. These may be reported as well. Though centerites have endured roof leaks for sometime now, this project should at last put an end to the problem. Due to the sheer size of the building, the project will stretch over many months. The FISC Facilities Division as well as the Command apologizes in advance for any inconvenience and asks your patience, perseverance and understanding. "Thank You" to all. The FISC Facilities Division may be reached by contacting:

Trouble Desk-443-1111
Mr. Loyd Taylor 443-1104...Pager 682-7168
Mr. James Knox 443-1121
Mr. Ron Phillips 443-1107
or after hours ...the FISC duty officer @ 443-1155



CAPT Bill Kowba addresses Cheatham Annex employees during a “truck stop” meeting there recently. The meeting was part of an ongoing series of meetings that CAPT Kowba holds with employees at outlying FISC sites.



Brenda Craun, former FISC EEO, speaks to a lunch group during the March SEAP “Lunch and Learn” luncheon, which recognized March as Women’s History Month.

MSCS (SS) William J. Fice, USNR assumes duties as new Det 106 Command Master Chief

MSCS (SS) Fice has experience in Food Service Management and Operations, Inventory Control, Warehouse Operations, Drug and Alcohol Counseling and Post Secondary School Student Services. Master Chief Fice served on Active duty from July 1978 through January 1993. He served aboard the USS Baton Rouge SSN-689 as Galley Watch Captain, Night Baker, Wardroom Attendant, Jack-of-the-Dust and Records Keeper. He served aboard NAS Oceana as the Assistant Supply Clerk, Front End Operations Assistant and Assistant Cash Collection Agent at the Navy Commissary. Later he served aboard the USS Finback SSN-670, as the Assistant LPO, Wardroom Supervisor, Records Keeper and Training Petty Officer. He also served as the Drug and Alcohol Counselor at NAB Little Creek and finished his active duty career as the Supply Department and MS Division LCPO onboard the USS Hyman G. Rickover SSN-709.

As a Naval Reserve he has served as the MS Division LCPO, AIMD Department LCPO, Administrative Department LCPO and Training Department LCPO onboard NR NAS Keflavik. He transferred to the Voluntary Training Unit in January of 1999 as was sub-assigned to NR CV Northeast as the Administrative Department LCPO and Special Projects Chief.

In civilian life Master Chief Fice is currently the Manager of Student Services at Computer Learning Centers, Inc. in Alexandria, Va. He is responsible for the counseling and academic success of the student population. Using his public relations and decision-making skills, he supervises student advisors addressing their concerns and problems. He also works as a liaison between departments to maintain student enrollment, graduation success rates, financial aid accuracy and government regulation compliance.

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management, job hunting and more.

Minority Business Development Agency (MBDA) - Identifies local MBDA Centers for assistance, research information on minority business.

First Gov for Workers - Provides a wide range of employee information concerning jobs, family and health, money management, transportation rights and protection and online tutorials.

The Supply Chest, dated 16 March 2001, spoke to eBusiness linking today's business with tomorrow's technology. It also put the spotlight on the eBusiness Program Management Office (ePMO). Located in Code 53, Business Systems Support Division, the intent of the ePMO is to carry out the portion of the NAVSUP Strategic Plan that addresses the use of technology in support of the Mission. Future articles will address a host of other eBusiness activities such as One Touch Support (OTS), Knowledge Management (KM), One Touch Employee (OTE), eCommerce., Customer Relationship Management and Enterprise Resource Planning.