



Supply Chest

August 24, 2001

Navy Core Values: Honor, Courage, Commitment

Vol. 53 No. 15

Captain James N. Hagarty takes command of DDNV



Capt. James N. Hagarty (right) salutes Capt. J. Richard Trowbridge during the DDNV change of command ceremony August 9. Trowbridge had been the DDNV commander since June, 1999. His next assignment is deputy commander, military services, Navy Exchange Services Command, Virginia Beach.



Hilda Hagarty pins the command ashore pin on her husband, Capt. James N. Hagarty. His previous assignment was fleet supply officer, Headquarters, Commander-in-Chief, U.S. Naval Forces Europe. Hagarty's military career began in 1963, and includes eight years in the Air Force.

Det. Phila. employee completes challenging program

The Department of Defense (DoD) has a variety of programs that train and educate tomorrow's leaders. The DoD Executive Leadership Development Program (ELDP) is unique in giving participants extensive exposure to the roles and mission of DoD. One of the main goals of ELDP is to give participants an increased understanding and appreciation of today's war fighters.

With the approval of the Secretary of Defense, the ELDP has continued over the years to educate future leaders about issues facing DoD. Besides seminars in Washington, D.C. (Capital, Pentagon and Georgetown University),

where experts in politics, defense and foreign affairs address ELDP classes, participants receive intensive "hands-on" field experience at military installations around the country and overseas. Along with the military exposure, ELDP provides an opportunity to assess and enhance managerial potential, renew student confidence in their own leadership abilities, and provide opportunity to learn from senior civilian and military leaders.

Rose McWilliams from FISC Norfolk Detachment Philadelphia is an ELDP



Rose McWilliams, FISC Norfolk Detachment Philadelphia, fires an M16 simulator at Rodriguez Range in Korea during ELDP Class of 2001.

continued on Page 5

Enterprise Resource Planning (ERP): Our Future



By Capt. Bill Kowba
Commanding Officer, FISC Norfolk

Centerites,

In this column, I want to spend some time discussing enterprise resource planning, otherwise known as ERP. Many among our senior Navy leadership view ERP as our future. Given this significance, it is certainly worth sharing some insights with you. ERP is an information management con-

cept that first took root in the business sector a few years ago. Most companies of any notable size have different processes and supporting software to handle personnel, financial, inventory, maintenance, and various other functional needs. In many cases, the different software cannot readily share information across systems. There is a certain amount of inefficiency and cost associated with running several software suites that may have a narrow focus, cannot communicate with each other, and are yet dependent on information from another stand-alone database.

As corporations have sought ways to gain a competitive edge and achieve new levels of streamlining, they have taken a hard look at their multiple and sub-optimal information systems. There had to be a way to consolidate and perhaps simplify them. In parallel, the information technology (IT) industry has reached a new degree of sophistication and capability where it could develop a robust and comprehensive core information system. ERP is an approach that uses a single software with multiple

modules to take the place of several independent process softwares. Today, there are various companies producing the ERP software that can be fitted to handle most of a company's functional software needs with a single system. Converting an organization to an ERP work environment is a very expensive, risky, and lengthy endeavor. Some firms have successfully implemented ERP while others have failed after spending millions of dollars and expending hundreds of man-years of effort.

The Department of Defense has determined there is great value in adopting the ERP technology for certain missions. In the Navy, we have four major ERP projects evolving concurrently. SPAWAR is building an ERP effort to satisfy Navy Working Capital Fund management needs. NAVSEA is constructing an ERP initiative that will effectively link information flow for maintenance systems in the afloat, intermediate, and depot areas. NAVAIR has started an ERP undertaking to deal with program management for weapons sys-

continued on Page 4

Supply Chest

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FY 02 Commander Sea Board

mail to P4412r@persnet.navy.mil. The application deadline is September 10, 2001!

This FLASH outlines the procedures for applying to the FY 02 Commander Sea Board.

The FY 02 Sea Board will convene in October 2001. This is our second Sea Board under the new criteria whereby Supply Corps commanders submit an application requesting assignment to these billets. I encourage all eligible officers to submit their application as outlined below. Whether it is your first or second application, the O-5 sea tour remains an important milestone in the growth and development of our Supply Corps' senior leadership.

Twenty-five officers will be selected to fill 24 projected ship billets rolling between January 2002 and April 2003. Six to seven officers selected last year will also fill some of these 24 ships. We have expanded the window to include ships rolling through April 2003 in order to give selected officers increased flexibility in reporting to sea. Future boards will select officers based on the projected rotation dates of afloat Supply Officers between May of one year and April of the next. Those officers not immediately assigned to sea in 2002 are available to fill emergent requirements during the year. They should go to sea not later than calendar year 2003 and need not reapply for sea duty. Those officers desiring to serve at sea who are promoted to Commander by September 1, 2001, and not yet in zone for Captain in January 2002 (the FY 03 Captain Board), may submit letter requests to the president of the board not later than September 10, 2001. The junior officer eligible to submit a request is Cmdr. (Sel) Donald Singleton, projected Date of Rank: September 1, 2001, lineal number 02602070. The senior officer eligible to submit a request is Cmdr. Leonard R. Kojm, Date of Rank: May 1, 1998, lineal number: 00888430. Since the promotion zone for the FY 2003 Captain Board (convening January 2002) is not yet established, the senior officer eligible to apply is based on the latest information available. Any officers in this eligibility group who are subsequently identified as in zone for selection to captain will be individually notified.

A sample request letter is provided on the NAVSUP-OP Web page <http://www.bupers.navy.mil/pers4412/index.htm>. The 24 ships projected to roll between January 2002 and April 2003 are listed below. Officers desiring to submit assignment preferences should provide them by e-

J. D. MCCARTHY
Rear Admiral, SC, USN

SHIPS

USS BOXER (LHD 4)
USS DWIGHT EISENHOWER (CVN 69)
USS TARAWA (LHA 1)
USNS CONCORD (T-AFS 5)
USNS NIAGARA FALLS (T-AFS 3)
USS ENTERPRISE (CVN 65)
USS CAMDEN (AOE 2)
USS BATAAN (LHD 5)
USNS SPICA (T-AFS 9)
USS BELLEAU WOOD (LHA 3)
USS SACRAMENTO (AOE 1)
USS CONSTELLATION (CV 64)
USS JOHN C STENNIS (CVN 74)
USS FRANK CABLE (AS 40)
USS KEARSARGE (LHD 3)
USS BONHOMME RICHARD (LHD 6)
USS ABRAHAM LINCOLN (CVN 72)
USS ARCTIC (AOE 8)
USS SIRIUS (T-AFS 8)
USS GEORGE WASHINGTON (CVN 73)
USS PELELIU (LHA 5)
USNS SATURN (T-AFS 10)
USS SEATTLE (AOE 3)
USS RAINIER (AOE 7)

With thanks...

Aundrey N. Parker, Code 53, would like to thank his friends and co-workers for the kindness and support they offered him following the death of his mother last month.

ERP from Page 2

tem acquisition. Finally, NAVAIR has also partnered with NAVSUP to create an ERP framework for coordinating aviation supply chain and maintenance processes.

All of these ERP solutions are designed to: 1) integrate business processes; 2) share common data; 3) produce and access information in a near real-time setting; and 4) provide consistent information for timely decision-making and project management. Think about how beneficial it would be to use the same software in a functional area regardless of where you performed the function. Let's take a look at the supply field. In my time in the Navy, I have used a multitude of inventory and financial management systems such as SUADPS onboard a ship, FMSSO Level II at a naval air station, and U2 at

a supply center. One system applied across all of these work environments would have made it so much easier to gain some expertise and a better appreciation of all of the dimensions of the Navy supply system. Our future in ERP is all about eliminating these "old technology" or legacy systems and creating an ERP approach.

ERP is not a quick fix. The four different ERP projects I discussed earlier have extended time lines well into the future. They will proceed through various phases that stretch across much of this decade. We are fortunate to have two of the ERP projects unfolding in our own fleet concentration area. NAVSEA is developing its maintenance project at Norfolk Naval Shipyard and SIMA Norfolk. FISC Norfolk provides supply support for both of these commands and is starting to engage in some

of the ERP design and planning. Similarly, the NAVAIR-NAVSUP ERP is being piloted at Regional Supply Office (RSO) Norfolk to provide logistics and maintenance support to E-2C aircraft. RSO Norfolk is one of our U2 partners. We are working closely with the RSO staff to determine how to cross over from U2 to ERP software.

Clearly, we are at the beginning of a tremendous change in our business processes, one that will affect a great majority of us over time. I ask that you listen up to ERP conversations, read ERP articles as they become available, and become ERP literate. It is our future.

Capt. Bill Kowba
Commanding Officer

Town Hall Meeting

FISC Commanding Officer Capt. Bill Kowba speaks to Code 100 employees during his latest series of "Town Hall Meetings." Over the course of several days, he met with employees at FISC to discuss current and future issues, and to answer questions from employees. He also met with employees at Craney Island and at Cheatham Annex. This was the second time this year Capt. Kowba has held this type of meeting with employees. The first was in early Spring. He hopes to conduct these meetings at least three times a year. Some of the issues discussed during the most recent round of meetings were ongoing renovations in Building W-143, Enterprise Resource Planning (ERP), NMCI, the A-76 process, customer support, single enterprise corporate identity, and some of the philosophies of Rear Adm. Justin D. McCarthy, Commander, Naval Supply Systems Command and Chief of Supply Corps.



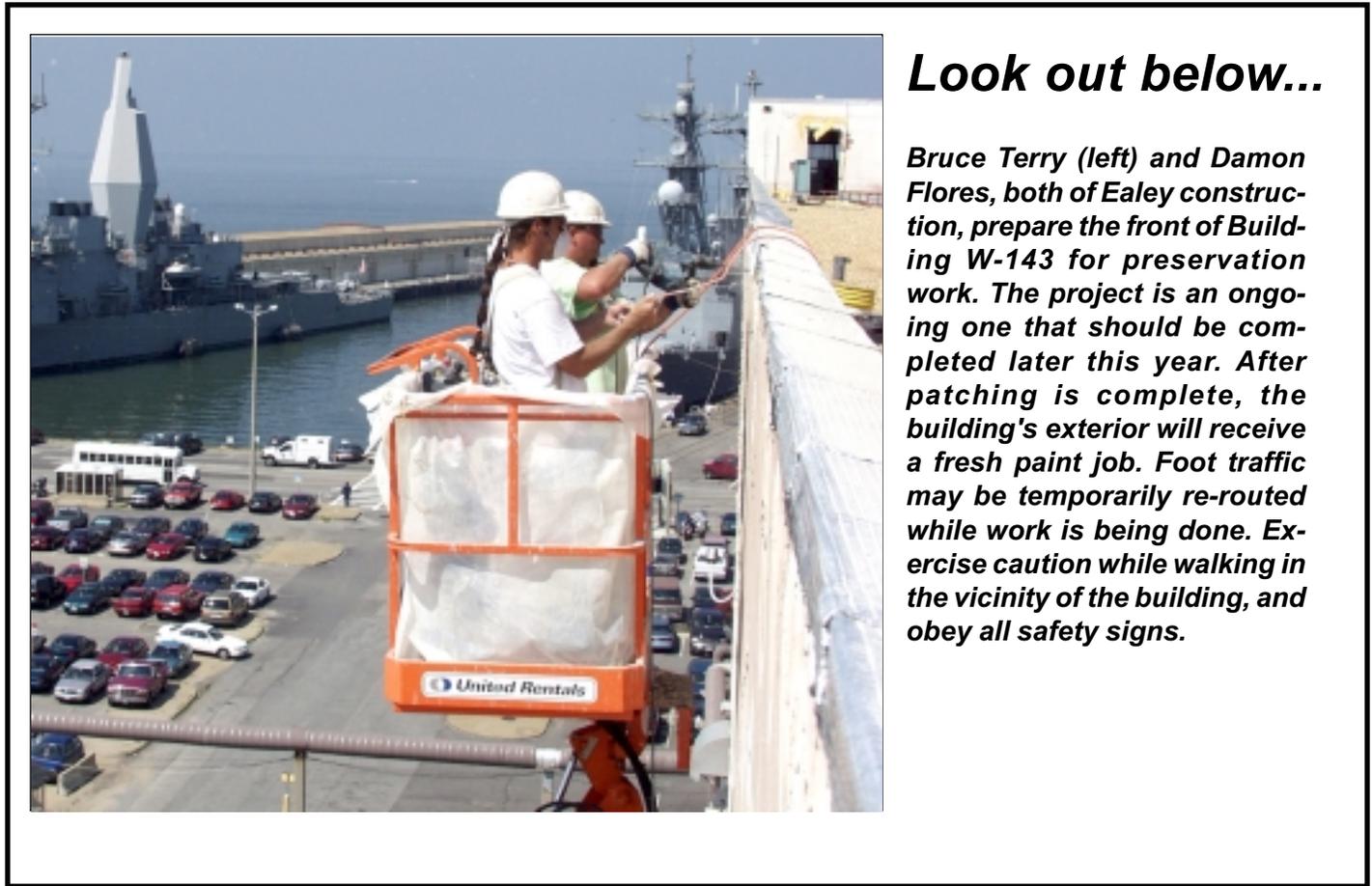
News Briefs

Joint Services Military Fatherhood Conference - The Hampton Roads family advocacy program is sponsoring the 2001 Joint Services Military Fatherhood Conference on September 27, 2001, from 7:00 A.M. to 4:00 P.M. at Ely Hall and Breezy Point Club at Naval Station Norfolk. Conference speakers include RADM. Clinton E. Adams, commander, Naval Medical Center Portsmouth; and BMCM(MDV) Carl M. Brashear, USN, ret.. There is no cost for the conference and lunch. Registration began August 15 and ends September 15. Additional information and registration is available online at www.nsa-norva.navy.mil/fatherhoodconference/index.htm or phone 322-2355.

Donated leave needed. DDNV currently has three employees enrolled in the donated leave program. They are Ella Hill, Code E;

Jesse Smith, Code PR; and Calvin Mason, Code PW. Please contact Rosalind Bremby or Debbie Dozier in the DDNV Personnel Office if you are able to donate leave.

Kathy Chapman works for FISC Norfolk Code 54 Systems Integrity Staff. Her 15 year old daughter, Whitney was diagnosed with Osteogenic Sarcoma (a type of bone cancer) in December, 2000. In March of this year, Whitney had surgery in Washington, DC to remove part of the tibia, and is currently in a full leg cast. Whitney has endured numerous chemotherapy treatments which requiring hospitalization at CHKD. Not wanting to leave their daughter alone during the traumatic hospital stays, Mom and Dad tag team, resulting in Kathy having exhausted all of her available leave. Anyone desiring to donate annual leave can submit a Optional Form 630-A through the HRO-East Det located in Bldg W143.



Look out below...

Bruce Terry (left) and Damon Flores, both of Ealey construction, prepare the front of Building W-143 for preservation work. The project is an ongoing one that should be completed later this year. After patching is complete, the building's exterior will receive a fresh paint job. Foot traffic may be temporarily re-routed while work is being done. Exercise caution while walking in the vicinity of the building, and obey all safety signs.

ELDP from Page 1

Class of 2001 graduate. The class was comprised of four Air Force officers and forty-one civilians at the GS-12 through GS-14 levels from the Secretary of Defense's Office, Unified Commands, Marine Corps, Navy, Air Force, National Guard, Defense Logistic Agency and National Imagery and Mapping, representing thirty-eight different commands.

The Program began with orientation in Washington, D.C. and a two-week core curriculum training at the National Mine Safety Academy in Beckley, West Virginia. Briefing techniques, time management and physical fitness were emphasized in the training. At the Pacific Command in Pearl Harbor, an understanding of Joint Forces/Combined Command functions was gained. Navy, Marine and Coast Guard commands in San Diego demonstrated some of the challenges currently facing those organizations. State-of-the-art equipment used in

critical air and space missions was seen at Air Force activities in Texas, Colorado and Nevada. A visit to Capital Hill and Georgetown University for the "International Elements of Power" forum prepared the class for an overseas trip to military installations in Korea. Time was also spent in the field with National Guardsmen in D.C., Pennsylvania, Mississippi and Arizona. At Ft. Benning, Georgia it quickly became clear to the class how the Army is reinventing itself. Conferences relating to "Strategic Intelligence" and Defense Executive Institute training were also attended. Students were required to prepare research papers that address current or future issues that are in alignment with the Joint Staff areas of responsibility (J-Codes). McWilliams' team paper was entitled "Total Force Integration Initiative: Capitalizing and Understanding Civilian Workforce Resources in Joint Military Environments." In addition to research

papers and academic work, physical challenges that entailed passing a basic fitness test, jumping and rappelling from Army airborne training towers, and completing obstacle courses at the various travel sites was also part of the ELDP.

Commander Dan Downs, Officer-in-Charge of FISC Detachment Philadelphia, attended the final ELDP briefing from the Honorable Charles Abell, Assistant Secretary of Defense for Force Management Policy. His presentation was entitled "Developing Leaders to Support the War Fighter." That unclassified informational briefing was a synopsis of the training made over the last ten months by the 2001 class. A common phrase used by war fighters today is "tip of the spear," meaning at the forefront of the action. The ELDP provided its participants a greater understanding of what it is like being there.

Ethics Corner

By the Office of Counsel

FISC Norfolk

Reginald works at FISC Code 80. During the past year, the Navy has made every effort to outsource, privatize, and give Ross Perot all of our Information Technology work. Despite this, Reginald has miraculously remained on the Government's payroll as a civil servant. Reginald is married to Doris, who he met through an on-line chat room (they discovered a mutual interest in collecting rare antique computers, like the Tandy Commodore, the Apple I, or, holy of holies, the Xerox Alto). Both Reginald and Doris are pocket protector wearing techies in good standing, and go into a swoon of ecstasy when the computer exhibits/fairs arrive at the Virginia Beach Pavilion or the Norfolk Scope.

Doris works for MegaTec, a multinational software design company that does 17 bazillion dollars worth of business with the Departments of the Army and Air Force. Last night, she arrived home with big news: MegaTec would be holding its annual employee retreat at Las Vegas during the annual COMDEX. (To the uninitiated, COMDEX is the largest annual gathering of cutting edge hi-tech gizmos in the known galaxy). Doris asked her boss if spouses were welcome, and the answer was: "Sure, bring him along. We need to spend some of the obscene profits we've made this year."

Reginald and Doris fly first class to Las Vegas, are put up in a palatial room, and attend sumptuous bacchanalian feasts with the other attendees of the annual retreat. Reginald enjoys "rubbing elbows" with other IT professionals, but notices that there are no other employee spouses at the retreat.

A week later, Reginald returns to FISC. He is tanned, rested and ready.

Any concerns?

Answer: Oh, you betcha. But first, the good news. There is nothing in these facts to suggest that a traditional conflict of interest is present. Under the Joint Ethics Regulation (JER) at 5 CFR 2635.502, an employee may be disqualified from performing official duties affecting his spouse's employer. Here, however, MegaTec has no Navy contracts, and Reginald is therefore not in immediate peril. Additionally, the JER at 5 CFR 2635.204(e) provides Reginald a little latitude in situations involving a spouse's conventions and retreats. An employee may accept meals, lodging, transportation, and other benefits resulting from the business or employment activities of a spouse when it is clear that the benefits were not offered or enhanced because of the employee's official position. In this case, it appears at first blush that he attended because he was married to Doris, not because he was employed by the Government. However, where the spouses of other MegaTec employees did not attend, it certainly raises the question of why Reginald was permitted to participate. Were other spouses invited but did not attend? Was everyone given/offered first-class tickets? Did everyone else get a palatial room? If Reginald was the only "guest," then his attendance was clearly improper. In the event Reginald is questioned about this situation, he might try to explain that he was blissfully unaware that other spouses were not attending until he was already in Las Vegas (and it was therefore too late). Sorry, Reginald, that's not the right answer. In a scenario such as this, Reginald had a duty to ask and verify whether all spouses were invited. Even if others were invited, Reginald probably should have determined whether any other spouses would be attending so as to avoid the appearance of impropriety. JER at 5 CFR 2635.101(b)(14).

If you have any questions about this vignette, or would like guidance regarding any other ethical matter, please call the Office of Counsel (Code 08) at 443-1089.

Marine Paint Availability

Forklift driver Randy Whiteside loads paint onto a truck for USS Nimitz Sailors SK2 Thelma Alvin (left) and AK3 Daniel Matthews. Efforts to improve customer service to the fleet are underway at the regional HAZMIN centers located in Building LF-50 and NAB Little Creek Building 2117. The centers are now stocking marine paints from the Sherwin-Williams Company which are available for pick-up or delivery to the piers. Paint and chemicals that are on BPA but not currently stocked have a 48-hour turnaround time. Fifteen types of paint are currently stocked and, if demand warrants, additional items will be added. This service will greatly decrease the time from ordering to delivery of this material. For additional information, call Craig Holmes at LF-50, 444-2024, or Les Doggett at Building 2117, 462-4053.



EEO Corner

Equal Employment Opportunity (EEO) is Everyone's Responsibility

Do you know who your department's EEO representative is? Do you know what they are charged to do for you as an individual, for your division or for your department? Do you receive information about what is going on within the organization in relation to creating and maintaining an environment free of discrimination? Do you feel that you have someone to talk to that can get your EEO problems resolved?

The operative word in each question here is "you." Maintaining an environment free from unequal treatment starts with each individual employee. You should get to know your representative. You should seek to educate yourself about your rights and responsibilities regarding equal employment. You should make sure that your concerns are heard and resolved. The representatives and managers are responsible for ensuring that employee problems are addressed and resolved, but if you don't take an interest, their effectiveness is

limited.

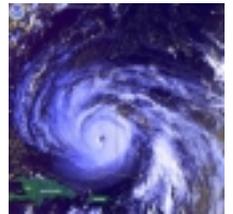
It is the policy of the Department of the Navy that equal employment opportunity shall be extended to employees in all aspects of employment, including recruitment, selection, training, promotion, recognition, and general treatment. Discrimination against an applicant for employment or an employee because of age, race, color, religion, sex, national origin, physical or mental handicap, or reprisal is prohibited and constitutes the basis for disciplinary action.

Did you know that in order to serve the workforce better, the EEO Committee members recently attended training? The training program covered topics such as Duties and Responsibilities of an EEO committee member, the Complaint Process, Alternative Dispute Resolution, and Diversity in the Workplace. Have you been briefed on these subjects by your representatives?

If your answer to any of the questions posed above is "no," you should

find out the name of your EEO representative. This individual can be a valuable resource if you have workplace problems or concerns. Also, the representative can keep you informed about various educational programs sponsored by the EEO Committee. Your representatives are working hard to make FISC and DDNV a better place, but they need your support and interaction to succeed.

**SEEK
SHELTER
WHEN
FOUL
WEATHER
ARRIVES**



We appreciate you!

Martin Suttles (right) and Rick Diaz greet SK1 Phil Sheridan (left) and SK2 Howard Blakesly, both of USS Harry S. Truman, during a recent customer appreciation day. The event was a day of mingling and information exchange between Sailors, vendors and purchasing agents. Pierside Procurement employees provided the fleet personnel as well as vendors with information packets that included helpful information on how to efficiently conduct business with each other. More than 200 people attended. Pierside Procurement employees provided refreshments consisting of donuts and pastries with coffee in the morning hours and a hot dog cook out at lunch with sodas and punch.



FISC Executive Officer Capt. Paul Flondarina is congratulated by FISC Commanding Officer Capt. Bill Kowba after receiving the Meritorious Service Medal (gold star in lieu of fourth award) for his service as supply officer aboard USS Nimitz (CVN-68). During his tour aboard Nimitz, the ship's Supply Department received several awards, and had the best sales and financial operation in the Atlantic and Pacific Fleets for the year 2000.



PC3 Eric Phipps is congratulated by Cmdr. David Wiggs on the occasion of his recent reenlistment. Phipps reenlisted for four years. He will depart Norfolk later this year for Spain, where he will report to Naval Station Rota.



Union Contract signed

FISC Commanding Officer Capt. Bill Kowba and AFGE Local 53 President Larry Doggette shake hands after signing a new union contract. The agreement is the first local union contract since regionalization, and covers FISC and all FISC subordinates. Also present at the signing were Mike Plummer; Vanessa Lloyd; Francine Teliarferro, HRO labor relations specialist; Art Dureitz, deputy director, AMC Air Terminal; Cmdr. Paul VanHoosen, officer-in-charge, AMC Air Terminal; Sandra Richardson, vice president, AFGE local 53; Maxine Coleman, recording secretary, AFGE Local 53. Also present for the signing, but not pictured, were Carol Wray and Cindy Greene.

Hearings to be held on TRT route termination

Due to insufficient funding, several TRT routes and services are scheduled for termination effective October 1, 2001. Public hearings have been scheduled for the purpose of receiving public comments concerning the proposed reductions in transit services. Those hearing will be:

August 23, 2001 at 6:00 P.M.
Virginia Beach Central Library
4100 Virginia Beach Blvd. Virginia Beach

August 28, 2001 at 7:00 P.M.
Portsmouth City Hall Council Chamber
6th Floor, 801 Crawford St. Portsmouth

August 30, 2001 at 7:00 P.M.
Great Bridge Community Center
212 Holt Dr., Chesapeake

At the Public Hearing, TDCHR will provide an opportunity for individuals or organization representatives to make oral comments with respect to the proposed service changes. Written comments can be received either in person or by mail at the following locations prior to the public hearing.

Hampton - Hampton Roads Transit, 3400 Victoria Blvd. Hampton VA 23661

Norfolk - Hampton Roads Transit, 1500 Monticello Ave. Norfolk VA 23510